1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

FMI

A 4950-6 u
9/83

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY
for Wholesalers & Large Retailers

1982/1983 MANAGEMENT COMPENSATION STUDY

1982 - 1983
MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

Prepared for
FOOD MARKETING INSTITUTE
by
Sibson & Company, Inc.
Princeton, New Jersey

Published by:

The Research Division
Food Marketing Institute
1750 K Street, N.W.
Washington, D.C. 20006

PRICE: $250 Members
$500 Non-Members

(Participants receive one free copy)

Copyrighted© 1983 by:
Food Marketing Institute

All rights reserved.
Reproduction or excerpting of this material is expressly forbidden without permission of the publisher.

Printed in U.S.A.

Food Marketing Institute

1982-1983 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

TABLE OF CONTENTS

		PAGE(S)
	INTRODUCTION	1
	INDEX OF SURVEY POSITIONS	2-5
PART I:	PARTICIPANTS' PROFILE List of Participating Companies	6-9
PART II:	COMPENSATION PROGRAM INFORMATION Management Incentive Plans Long-Term Income Plans Benefits and Perquisites Company Cars	11-29
PART III:	PERCENT CHANGE IN COMPENSATION - MARCH 31, 1982 TO MARCH 31, 1983	31-33
PART IV:	PAY LEVELS FOR SURVEY POSITIONS Analytical Approach National Analysis Regional Analysis	35-359
APPENDIX:	SURVEY POSITION DESCRIPTIONS	361-369

INTRODUCTION

The 1982-1983 Management Compensation Study includes an analysis of 48 representative line and staff positions in top management, merchandising, and store operations. Four pharmacy positions have been added this year; they are: Top Drug Executive, Top Drug Merchandising Executive, Pharmacy Manager, and Pharmacist.

The Study also includes a discussion of company policies and practices relative to management incentive/bonus plans, long-term income plans, benefits, and company cars.

The compensation data gathered in this year's Study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

MS. JUDITH KOZACIK
Research Manager
Food Marketing Institute
Suite 700
1750 K Street, N.W.
Washington, DC 20006
(202) 452-8444

INDEX OF SURVEY POSITIONS

SURVEY POSITION NUMBER AND TITLE PAGE(S)

NATIONAL ANALYSIS

SENIOR EXECUTIVE POSITIONS

1 Chief Executive Officer 44-49
2 Chief Operating Officer 50-53
3 Chief Financial Officer 54-59
4 Top Operating Company Executive 60-63
5 Top Legal Executive 64-67

STAFF POSITIONS-CORPORATE/OPERATING COMPANY

6 Controller 68-73
7 Top Audit Executive 74-77
8 Top Data Processing Executive 78-83
9 Top Personnel Executive (With Labor Relations) 84-87
10 Top Personnel Executive (Without Labor Relations) 88-91
11 Top Labor Relations Executive 92-95
12 Top Training & Management Development Executive 96-99
13 Top Distribution Executive 100-103
14 Top Construction & Maintenance Executive (With Real Estate) 104-107
15 Top Construction & Maintenance Executive (Without Real Estate) 108-115
16 Top Real Estate Executive 116-123
17 Top Security/Loss Prevention Executive 124-127
18 Top Sanitation Executive 128-131

MERCHANDISING POSITIONS-CORPORATE/OPERATING COMPANY

19 Top Merchandising & Procurement Executive 132-135
20 Top Advertising Executive 136-139
21 Top Grocery Operations Executive 140-143
22 Top Meat Operations Executive 144-149
23 Top Produce Operations Executive 150-153
24 Top General Merchandise/Nonfood Operations Executive 154-157
25 Grocery Merchandiser 158-161

SURVEY POSITION NUMBER AND TITLE — PAGE(S)

MERCHANDISING POSITIONS-CORPORATE/OPERATING COMPANY (continued)

26 Meat Merchandiser 162-165
27 Produce Merchandiser 166-169
28 Frozen Foods Merchandiser 170-171
29 Dairy Merchandiser 172-173
30 Nonfood Merchandiser 174-177
31 Grocery Buyer 178-181
32 Meat Buyer 182-185
33 Produce Buyer 186-189
34 Frozen Foods Buyer 190-193
35 Dairy Buyer 194-195
36 Nonfood Buyer 196-199

STORE OPERATING POSITIONS

37 Top Store Operations Executive 200-203
38 Top Store Maintenance Executive 204-207
39 Division General Manager 208-211
40 Scanning Coordinator 212-215
41 District Manager 216-217
42 Store Manager 218-219
43 Assistant/Co-Store Manager 220-221
44 Meat Department Manager 222-223
Meat Department Manager - Union 224-229
Meat Department Manager - Non-Union 230-235

DRUG/PHARMACY POSITIONS

45 Top Drug Executive 237-241
46 Top Drug Merchandising Executive 242-245
47 Pharmacy Manager 246-251
48 Pharmacist 252-257

SURVEY POSITION NUMBER AND TITLE **PAGE(S)**

GEOGRAPHIC ANALYSIS-REGIONAL

REGION 1 - NORTHEAST

25 Grocery Merchandiser 261
26 Meat Merchandiser 262-263
27 Produce Merchandiser 264-265
30 Nonfood Merchandiser 266
31 Grocery Buyer 267
32 Meat Buyer 268
33 Produce Buyer 269
41 District Manager 270-273
42 Store Manager 274-281
43 Assistant/Co-Store Manager 282-287
44 Meat Department Manager 288-293

REGION 2 - NORTHEAST CENTRAL

25 Grocery Merchandiser 295
26 Meat Merchandiser 296
27 Produce Merchandiser 297
30 Nonfood Merchandiser 298
31 Grocery Buyer 299
41 District Manager 300-303
42 Store Manager 304-309
43 Assistant/Co-Store Manager 310-313
44 Meat Department Manager 314-317

REGION 3 - WEST CENTRAL

26 Meat Merchandiser 318
27 Produce Merchandiser 319
31 Grocery Buyer 320
33 Produce Buyer 321
41 District Manager 322-325
42 Store Manager 326-333
43 Assistant/Co-Store Manager 334-337
44 Meat Department Manager 338-339

SURVEY POSITION NUMBER AND TITLE PAGE(S)

REGION 4 - SOUTHEAST

25 Grocery Merchandiser 340
26 Meat Merchandiser 341
27 Produce Merchandiser 342
41 District Manager 343
42 Store Manager 345-347
43 Assistant/Co-Store Manager 348-349
44 Meat Department Manager 350-351

REGION 5 - PACIFIC

26 Meat Merchandiser 353
31 Grocery Buyer 354
32 Meat Buyer 355
36 Nonfood Buyer 356
41 District Manager 357
42 Store Manager 358-359

PART I: PARTICIPANTS' PROFILE

Seventy-five companies participated in the *1983 Management Compensation Survey for Wholesalers and Large Retailers.* These participants comprise a representative sample of small, medium and large organizations in all geographic regions. A list of participants is shown on the following pages.

PARTICIPATING COMPANIES BY SIZE

$ SALES	NO. OF COMPANIES	% OF TOTAL
Less than $250 Million	24	32%
$250 - 499 Million	12	16
$500 - 999 Million	20	27
$1 Billion and Up	19	25
	75	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

REGION		NO. OF COMPANIES	% OF TOTAL
Region 1 - Northeast:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.	22	30%
Region 2 - Northeast Central:	Illinois, Indiana, Michigan, Ohio, Wisconsin.	18	24
Region 3 - West Central:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming.	16	21
Region 4 - Southeast:	Alabama, Delaware, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, District of Columbia, West Virginia.	8	11
Region 5 - Pacific:	California, Oregon, Washington.	10	13
Region 6 - Canada:	Canada	1	1
		75	100%

LIST OF PARTICIPANTS

Albertson's, Inc.
Steven D. Young
208-344-7441

Allied Supermarkets, Inc.
313-943-3300

Angelo's Supermarkets Inc.
Allen P. Reardon
617-878-8210

Associated Grocers, Inc.
Margrette Jackman
206-762-2100

Associated Grocers of Colorado, Inc.
303-534-1155

Big Bear Stores Company
M.J. Knilans
614-464-6500

Big V Supermarkets, Inc.
Joseph A. Olsian
914-651-4411

Bonnie Be-Lo Markets, Inc.
Dan Lazar
804-855-1021

Buehler Food Markets, Inc.
Rick Lowe
216-264-4355

Certified Grocers of CA, LTD.
Donald G. Grose
213-726-2601

Certified Grocers of Illinois, Inc.
Robert W. Gray
312-585-7000

Chatham Super Markets, Inc.
Thomas A. Zatina
313-497-4600

The Copps Corporation
Walter F. Geis
715-344-5900

D'Agostino Supermarkets, Inc.
I. Stephen D'Agostino
914-576-1820

Delchamps, Inc.
Thomas R. Trebesh
205-433-0431

Dillon Companies, Inc.
Harold D. Ryan
316-663-6801

Farm Fresh Supermarkets, Inc.
Barbara W. Berry
804-853-7461

James Ferrera & Sons, Inc.
Joseph Compagnone
617-928-6150

First National Supermarkets, Inc.
Glenn L. Engelke
203-627-0241

Foodarama Supermarkets, Inc.
John J. McAteer
201-462-4700

Food Giant, Inc.
Eric Jacobsen
404-691-3060

Frankford-Quaker Grocery Company
Robert M. Slivinski
215-831-7800

Genuardi Super Markets, Inc.
215-277-6000

Gerland's Food Fair, Inc.
Jeff Reeder
713-462-9030

Giant Food, Inc.
James D. Bing
301-341-4100

Giant Food Stores, Inc.
717-249-4000

Hannaford Brothers Company
Cynthia L. Levesque
207-883-2911

Hudson-Thompson, Inc.
James Peterson
205-288-6250

Iandoli's Super Markets, Inc.
Roy D. Brazelton
617-752-3746

Jewel Companies, Inc.
William E. Buhl
312-693-6000

Kings Super Markets, Inc.
Ed Lowenfish
201-575-3320

Kohl's Food Stores
James D. Reik
414-771-8000

The Kroger Company
Robert McLeod
513-762-4000

Alfred M. Lewis, Inc.
H.R. Huber
714-684-0170

"M" System Food Stores, Inc.
Baugh Lewis
915-655-4131

Market Wholesale Grocery Co.
Charles E. DeBerry
707-526-3350

Marsh Supermarkets, Inc.
David M. Redden
317-759-8101

Martin's Super Markets, Inc.
219-259-2491

Milgram Food Stores, Inc.
Frank T. Hopfinger
816-861-5280

Mini Mart Inc.
307-266-1230

Minyard Food Stores, Inc.
John P. Bennett
214-462-8700

Nash Finch Company
F.L. Kitson
612-929-0371

The Oshawa Group, Limited
416-236-1971

P&C Food Markets, Inc.
C. Kenneth Carlson
315-457-9460

Pantry Pride Enterprises, Inc.
305-771-8300

Pay Less Super Markets, Inc.
Paul Nicholson
317-649-3526

Price Chopper Supermarkets
Jack Moran
518-355-5000

Ralphs Grocery Company
213-605-4024

The Red Food Stores, Inc.
Jim Bowen
615-892-8029

Red Owl Stores, Inc.
Edward Hokenson
612-932-2132

Rice Food Markets, Inc.
A.W. Stillwell
713-662-7700

Riverside Markets-Penn Traffic Co.
Raymond J. Heath
814-371-5700

Ronetco Inc.
Dominick Romano
201-584-6080

Rosauer's Super Markets, Inc.
W. Clark Benson
509-535-1555

Roundy's, Inc.
Vincent R. Little
414-453-8200

Safeway Stores, Inc
Grace Osterhoff
415-891-3000

Peter J. Schmitt Co., Inc.
716-825-1111

Schnuck Markets, Inc.
Tom L. Hoskison
314-344-9600

Scott Lad Foods, Inc.
T.P. Dolan
312-895-2300

Seaway Food Town, Inc.
Frank Instone
419-893-9401

Shaw's Supermarkets, Inc.
Robert L. Eklund
617-378-7211

Smith's Management Corporation
Dee Smith
801-973-4848

Spartan Stores, Inc.
Richard H. Clarke
616-878-2000

Stop & Shop Supermarket Company
Donald J. Comeau
617-770-8263

Supermarkets General Corporation
Jack Curcia
201-499-3900

Super Valu Stores, Inc.
George A. Smith
612-828-4000

Thriftway, Inc.
513-984-0500

Times Super Market, Ltd.
Carl S. Ito
808-847-0811

Tom Thumb Super Markets
Donna Dean
214-661-9700

Victory Markets, Inc
Patricia H. Phillips
607-335-4711

Victory Supermarkets
Anthony R. Migliaro
617-537-8101

Vons Grocery Company
213-579-1400

West Coast Grocery Co.
Glenn Everitt
206-593-3200

Wetterau, Inc.
John F. Mahon
314-524-5000

White Villa Grocers, Inc.
William C. Baker
513-859-5151

PART II: COMPENSATION PROGRAM INFORMATION

Introduction

This year's survey includes sections on various key elements of the total compensation package for executives and other management. The elements included are: management incentive/bonus plans, long-term income plans, benefits and perquisites, and a special section on company cars.

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are defined on page42.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

Sixty-eight companies responded to this section of the survey.

Management Incentive Plans

Prevalence

Fifty-seven companies (84 percent) have management bonus or short-term incentive plans. The prevalence increases with company size, though incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT BONUS PLANS

$ SALES		NO. OF COMPANIES WITH PLANS	% OF TOTAL
Less than $250 Million		17	77%
$250 - 499 Million		9	82
$500 - 999 Million		16	84
$1 Billion and Up		15	94
	ALL COMPANIES	*57*	*84%*
GEOGRAPHIC REGION			
Northeast		15	79%
Northeast Central		12	80
West Central		13	81
Southeast		7	100
Pacific		9	90

As expected, bonus plans are most prevalent at the corporate and operating company senior management level; 91 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (79 percent), merchandisers and buyers (65 percent). As the following chart shows, large companies tend to restrict bonus eligibility to a more limited management group than do small companies.

BONUS PLAN PREVALENCE BY MANAGEMENT GROUP
(As a % of companies with plans)

$ SALES	SENIOR MGMT.	REG/DIST. MGMT.	MERCH & BUYER	STORE MGR.	OTHER STORE MGMT.	NO. OF COMPANIES WITH BONUS PLANS
Less than $250 Million	88%	77%	77%	88%	65%	17
$250 - 499 Million	78	78	67	67	44	9
$500 - 999 Million	94	94	69	100	44	16
$1 Billion and Up	100	67	47	53	33	15
ALL COMPANIES	*91%*	*79%*	*65%*	*79%*	*47%*	*57*

Fund Determination

Forty-six companies (81 percent of the companies with plans) use a specific formula to determine the size of the bonus fund. Six companies (11 percent) determine the size of the fund using discretionary criteria. Five companies use a combination of a formula and discretionary criteria.

Setting specific goals with respect to performance measures is a part of the annual strategic planning process in most companies. Over three-quarters of the participants with bonus plans establish goals annually; the remainder compare results to a fixed standard which does not change from year to year. As shown in the following chart, the amount of profit is the business performance measure most frequently used in determining the bonus fund.

PERFORMANCE MEASURES USED IN BONUS PLANS

PERFORMANCE MEASURE	SENIOR MGMT. % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYER % of Plans	STORE MANAGER % of Plans	OTHER STORE MGMT % of Plans
Amount of Profits	80%	81%	81%	79%	84%
Amount of Sales	22	26	38	36	36
Return on Investment	13	12	13	7	8
Return on Sales	9	12	16	19	24
Return on Assets	9	5	6	2	4
NUMBER OF COMPANIES REPORTING	*46*	*42*	*32*	*42*	*25*

NOTE: Some companies use more than one performance measure.

Individual Awards

Typically, a company determines an overall bonus fund based on the business performance of the organizational unit to which the individual belongs. As shown in the following chart, 94 percent of the senior management plans use company performance as the basis. Ninety-one percent of the store management plans are based on store performance, and the majority of regional/district management plans are based on regional/district performance. Many companies then adjust awards based on the individual's overall performance or achievement of specific goals. The survey results for each management level are presented in the chart which follows.

BASIS OF INDIVIDUAL BONUS AWARDS

BASIS	SENIOR MGMT % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYER % of Plans	STORE MANAGER % of Plans	OTHER STORE MGMT % of Plans
Overall Company Performance	94%	41%	67%	21%	27%
Regional/District Performance	---	62	21	---	---
Store Performance	---	7	3	91	73
Individual Performance	30	24	33	28	39
NUMBER OF COMPANIES RESPONDING	*50*	*42*	*33*	*43*	*26*

NOTE: Some companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target (or average) award. Most plans also specify a maximum award level. The typical target and maximum award levels are listed below.

TYPICAL BONUS AWARDS
(Expressed as a % of a Salary)

LEVEL	TARGET/AVERAGE AWARDS	MAXIMUM AWARDS
Senior Management	25%	40%
Regional/District Management	20	25
Merchandisers & Buyers	15	25
Store Managers	15	25
Other Store Management	10	15

Long-Term Income Plans

Prevalence

Only 13 companies (19 percent of those responding) provide a long-term income plan. As shown in the following chart, the prevalence of plans is significantly greater in companies over $1 billion in sales. The small sample size precludes drawing conclusions about the prevalence of plans in each of the geographic regions.

PREVALENCE OF LONG-TERM INCOME PLANS

$ SALES	NO. OF COMPANIES WITH PLANS	% OF TOTAL
Less than $250 Million	0	--
$250 - 499 Million	1	9%
$500 - 999 Million	3	17
$1 Billion and Up	9	56
ALL COMPANIES	13	19%
GEOGRAPHIC REGION		
Northeast	3	16%
Northeast Central	2	13
West Central	4	27
Southeast	1	14
Pacific	3	30

Most of the companies with plans restrict eligibility to the senior management level; the following chart shows the prevalence of plans for each management level.

LONG-TERM INCOME PLAN PREVALENCE BY MANAGEMENT GROUP

LEVEL	NO. OF COMPANIES WITH PLANS
Senior Management	13
Regional/District Management	9
Merchandiser & Buyers	4
Store Managers	2
Other Store Management	1

Types of Plans

The types of plans provided to each management level are summarized below. Typically, awards are granted annually to individuals participating in the company's plans.

TYPES OF LONG-TERM INCOME PLANS

PLANS	SENIOR MGMT No. of Co.	REG/DIST. MGMT No. of Co.	MERCH & BUYERS No. of Co.	STORE MGR No. of Co.	OTHER STORE MGMT No. of Co.
Incentive Stock Options: Options to purchase share of common stock for no less than 100 percent of market value at the time of grant. Options must be exercised in the sequence in which they were granted. Option gain income qualifies for long-term capital gains treatment if stock is held for one year after exercising options.	6	3	-	-	-
Nonqualified Stock Options Without Stock Appreciation Rights: Options to purchase shares of company stock. Option gains are taxable as earned income at the time the option is exercised. Options can be granted at less than market price and do not have to be exercised in the sequence in which they were granted.	6	3	2	2	1
Nonqualified Stock Options With Stock Appreciation Rights: In lieu of exercising all or a portion of nonqualified stock options, the executive is allowed to surrender unexercised option shares and receives a payment equal to the difference between the option price and the market price of the surrendered shares. Payment is typically in cash.	4	2	1	-	-
Restricted Stock Plan: An executive is awarded shares of company stock which are restricted from sale for a specific period of time. The number of shares which actually vest with the executive is based on achievement of internal company performance objectives and the executive remaining with the company for a restricted period of time.	2	2	1	-	-
Performance Share Plan: Executive is granted contingent award of company stock which vests over a number of years according to some measure of company performance. Value paid to executive equals number of vested shares times stock price at time of vesting.	2	-	-	-	-
Phantom Stock Plan: Phantom stock units are credited on a bookkeeping basis to an executive's account. Appreciated stock value, often plus accrued dividend values, is paid out at the end of a predetermined time – usually five years – in either cash or stock, or some combination. A variation is the payment of the full stock price value rather than just the appreciation. In some cases, phantom stock units are awarded *only* for the accrual of dividends – such phantom units are often called dividend units.	1	1	1	-	-

Benefits

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed below, participating companies were asked about IRA's and flexible benefits programs.

- **IRA's:** Only one company contributes toward employee Individual Retirement Accounts.
- **Flexible Benefits:** "Cafeteria" or flexible benefits programs are those in which plan participants may choose among two or more benefits according to their needs. Currently, none of the survey participants provides such a program. Seven companies report that they are planning to install a program. These companies plan to offer the plan to all of the management groups surveyed.

COMPANIES PLANNING A FLEXIBLE BENEFITS PROGRAM

$ SALES		NO. OF COMPANIES	% OF TOTAL
Less than $250 Million		2	9%
$250 - 499 Million		1	9
$500 - 999 Million		3	16
$1 Billion and Up		1	6
	ALL COMPANIES	*7*	*10%*
GEOGRAPHIC REGION			
Northeast		5	26%
Northeast Central		-	--
West Central		-	--
Southeast		1	14
Pacific		1	10

PREVALENCE OF BENEFIT PLANS

	SENIOR MGMT		REG/DIST MGMT		MERCH & BUYER		STORE MGR		OTHER STORE MGMT	
	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total
Qualified Pension Plan	47	69%	42	62%	46	68%	39	57%	32	47%
Qualified Profit-Sharing Plan	24	35	19	28	22	32	20	29	18	26
Qualified Thrift-Savings Plan	7	10	5	7	6	9	5	7	3	4
Employee Stock Purchase Plan	12	18	11	16	11	16	11	16	7	10
Employee Stock Ownership Plan (ESOP)	9	13	10	15	9	13	9	13	8	12
Tax Reduction Act Stock Ownership Plan (TRASOP)	7	10	7	10	7	10	7	10	4	6
Payroll-Based Stock Ownership Plan (PAYSOP)	8	12	8	12	8	12	8	12	8	12
401K Salary Reduction Plan (deferral of portion of base salary and/or total compensation)	8	12	5	7	5	7	5	7	5	7
Voluntary Deferred Compensation Plan (deferral of incentive/bonus portion of compensation)	7	10	4	6	2	3	--	--	--	--
Dental Insurance Plan	62	91	55	81	60	88	51	75	41	60
Visual/Optical Coverage Plan	35	51	26	38	31	46	25	37	21	31
Prescription Plan	38	56	31	46	35	51	29	43	24	35

Supplemental Plans

Many participating companies provide plans which supplement group insurance plans. These plans are frequently limited to upper management. The following chart shows the prevalence of these plans.

PREVALENCE OF SUPPLEMENTAL PLANS

	SENIOR MGMT		REG/DIST MGMT		MERCH & BUYER		STORE MGR		OTHER STORE MGMT	
	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	47	69%	35	51%	35	51%	29	43%	14	21%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	27	40	21	31	23	34	20	29	12	18
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	16	24	2	3	1	1	1	1	1	1
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing or retirement benefits provided to all employees)	11	16	5	7	5	7	5	7	2	3

Perquisites

The following chart shows the prevalence of various perquisites. Many of these "extras" are limited to senior management.

PREVALENCE OF PERQUISITES

	SENIOR MGMT		REG/DIST MGMT		MERCH & BUYER		STORE MGR		OTHER STORE MGMT	
	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total
Company-Paid Annual Physicals	41	60%	20	29%	13	19%	8	12%	2	3%
Educational Aid for Employee	37	54	29	43	36	53	28	41	22	32
Educational Aid for Dependents	5	7	5	7	5	7	5	7	4	6
Country Club Membership Dues	18	26	1	1	--	--	--	--	--	--
Luncheon/Dinner Club Dues	10	15	1	1	1	1	2	3	--	--
Financial Counseling Services	9	13	--	--	--	--	--	--	--	--
Tax Counseling Services	8	12	--	--	--	--	--	--	--	--
Estate Planning Services	6	9	--	--	--	--	--	--	--	--
Legal Counseling Services	1	1	--	--	--	--	--	--	--	--
First-Class Air Travel	6	9	--	--	--	--	--	--	--	--
Low-or-No Interest Company Loan	4	6	1	1	1	1	1	1	1	1
Executive Dining Room	2	3	1	1	1	1	--	--	--	--

Company Cars

Prevalence

All but two companies provide company cars to corporate and operating company senior management. The majority provide cars to regional/district management, while only three companies provide cars to managers at the store level.

The following chart summarizes the practices for each management level by company size and by geographic region.

PREVALENCE OF COMPANY CARS

	SENIOR MGMT		REG/DIST MGMT		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT	
$ SALES	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total	No. of Companies	% of Total
Less than $250 Million	22	100%	15	68%	13	59%	1	5%	–	–
$250 - 499 Million	10	91	7	64	5	45	–	–	1	9%
$500 - 999 Million	19	100	15	79	12	63	–	–	1	5
$1 Billion and Up	15	94	12	75	5	31	–	–	–	–
ALL COMPANIES	*66*	*97%*	*49*	*72%*	*35*	*51%*	*1*	*1%*	*2*	*3%*
GEOGRAPHIC REGION										
Northeast	19	100%	14	74%	12	63%	–	–	–	–
Northeast Central	15	100	8	53	7	47	1	7%	–	–
West Central	15	94	15	94	9	56	–	–	1	6%
Southeast	7	100	6	86	5	71	–	–	–	–
Pacific	9	90	5	50	2	20	–	–	1	10

Eligibility

Job title or position is most frequently used as the basis for providing a company car. Regional/district managers, merchandisers, and buyers are often given a car based on business mileage also.

ELIGIBILITY FOR COMPANY CAR

BASIS	SENIOR MGMT % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYER % of Plans
JOB TITLE/POSITION	88%	61%	61%
BUSINESS MILEAGE	12	43	45

In companies using mileage as a criterion, the number of miles ranges from 10,000 to 25,000 miles per year, with an average of 17,500 miles.

Though the primary objective of the company car program is to fill a business need, many companies feel that company cars are fringe benefits and are considered part of the compensation package, particularly at the senior management level. Below the senior management level, the cars are viewed primarily as a business necessity.

PURPOSE OF CAR PROGRAM			
PURPOSE	SENIOR MGMT % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYERS % of Plans
BUSINESS NECESSITY	66%	94%	97%
FRINGE BENEFIT	60	38	47
PART OF COMPENSATION PACKAGE	46	27	21
INDUCEMENT TO NEW EMPLOYEE	15	17	7
ENHANCES CORPORATE IMAGE	15	10	9

Type of Car

For senior management, the company car is typically a full-size model; 50 percent of the companies provide luxury full-size cars and 36 percent provide standard full-size cars. Below the senior management level, the car is typically a standard mid-size model.

TYPE OF CAR BY MANAGEMENT AND TYPE			
CAR TYPE	SENIOR MGMT % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYER % of Plans
Luxury Full-Size	50%	2%	--
Standard Full-Size	36	22	6%
Luxury Mid-Size	--	7	3
Standard Mid-Size	14	54	71
Standard Compact	--	9	12
Other	--	6	8

Personal Use

All but two companies permit personal use of company cars. Two-thirds of these companies charge their employees for personal use, and practices vary widely relative to the amounts charged. Typically, the employee pays a flat rate (i.e., a fixed amount per week or per month) often in addition to paying for gasoline for personal use. The following chart summarizes the various practices.

METHODS OF CHARGING FOR PERSONAL USE

METHOD	% Of Plans
FIXED AMOUNTS	
Monthly amount	12%
Weekly amount	10
Additional income credited to employee	10
VARIABLE AMOUNTS	
Mileage charge	12
Employee pays for gasoline	10
COMBINATION	
Monthly/weekly charge plus gasoline	27
Other combinations	19

The amounts charged vary widely and the size of the sample precludes drawing specific conclusions. The companies which charge a flat rate report amounts ranging from $5 to $18 per week and from $10 to $100 per month. Mileage charges range from $.05 to $.24.

Value to Employee

Companies were asked to estimate the value of the company car to their employees in each management group. Estimates ranged from a low of $1,000 (one company) to a high of $20,000 (two companies). The following chart summarizes the findings.

VALUE OF COMPANY CAR TO EMPLOYEES

	LESS THAN $3,000	$3,000 - 3,999	$4,000 - 4,999	$5,000 - 5,999	$6,000 - 9,999	$10,000 AND ABOVE	AVERAGE
MANAGEMENT GROUP	% of Plans	% of Plans	% of Plans	% of Plans	% of Plans	% of Plans	VALUE
Senior Management	6%	19%	19%	20%	17%	19%	$6,500
Regional/District Management	15	42	13	6	9	15	4,900
Merchandisers & Buyers	26	22	19	15	3	15	4,600

Replacement

Cars are typically replaced after a specified number of miles and/or a specified number of years.

REPLACEMENT CRITERIA	
	% OF COMPANIES
Mileage	61%
Years	58
Need	32

Business Use of Personal Cars

Almost all of the participants (97 percent) reimburse employees for business use of their personal cars. Ninety percent of the companies reimburse the employee based on mileage. The rates range from \$.15 to \$.31 with an average of \$.20.

PART III: PERCENT CHANGE IN COMPENSATION
MARCH 31, 1982 - MARCH 31, 1983

The average percent change in base salary for all survey positions is 7.5 percent for bonus-paying companies, 6.4 percent for nonbonus-paying companies, and 7.2 percent for all companies.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

This year's all-company average change in salary of 7.2 percent is approximately 3 percentage points lower than the 10.0 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 8.6 percent.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

Food Marketing Institute

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	10.0%	7.2%	9.3%	10.5%
2	Chief Operating Officer	9.9	3.2	8.1	12.2
3	Chief Financial Officer	10.9	5.5	9.7	11.1
4	Top Operating Company Executive	8.3	*	8.0	7.6
5	Top Legal Executive	9.5	*	9.6	13.3
STAFF POSITIONS - CORPORATE/OPERATING COMPANY					
6	Controller	6.5	6.3	6.5	7.0
7	Top Audit Executive	8.7	5.8	7.4	15.0
8	Top Data Processing Executive	9.5	9.0	9.3	11.0
9	Top Personnel Executive (With Labor Relations)	7.2	7.3	7.3	10.6
10	Top Personnel Executive (Without Labor Relations)	8.8	11.4	9.3	12.8
11	Top Labor Relations Executive	8.8	*	8.7	12.0
12	Top Training & Management Development Executive	8.3	4.7	7.0	8.8
13	Top Distribution Executive	10.8	5.8	9.5	13.3
14	Top Construction & Maintenance Executive (With Real Estate)	5.1	*	6.8	10.9
15	Top Construction & Maintenance Executive (Without Real Estate)	6.7	5.0	5.9	11.4
16	Top Real Estate Executive	8.8	7.8	8.4	9.1
17	Top Security/Loss Prevention Executive	6.2	6.9	6.5	8.7
18	Top Sanitation Executive	*	*	*	*
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	9.8	7.4	9.4	10.3
20	Top Advertising Executive	8.0	7.3	7.8	9.9
21	Top Grocery Operations Executive	8.0	*	6.8	12.2
22	Top Meat Operations Executive	6.2	6.1	6.2	7.6
23	Top Produce Operations Executive	7.3	8.4	7.5	7.6
24	Top General Merchandise/Nonfood Operations Executive	5.5	*	4.0	6.8
25	Grocery Merchandiser	7.8	5.4	6.9	8.2

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY (continued)					
26	Meat Merchandiser	5.5%	9.7%	7.5%	4.3%
27	Produce Merchandiser	6.7	7.2	6.9	7.3
28	Frozen Foods Merchandiser	*	*	*	*
29	Dairy Merchandiser	*	*	*	*
30	Nonfood Merchandiser	6.8	4.4	5.7	5.7
31	Grocery Buyer	3.5	5.8	4.6	3.0
32	Meat Buyer	3.0	5.1	4.2	2.2
33	Produce Buyer	7.0	4.5	5.6	6.0
34	Frozen Foods Buyer	*	6.3	6.2	*
35	Dairy Buyer	*	*	*	*
36	Nonfood Buyer	6.5	5.1	5.7	4.3
STORE OPERATIONS POSITIONS					
37	Top Store Operations Executive	8.3	6.1	7.9	6.9
38	Top Store Maintenance Executive	4.8	*	5.3	6.5
39	Division General Manager	8.4	*	8.3	9.8
40	Scanning Coordinator	7.9	7.3	7.5	7.0
41	District Manager	9.5	4.8	8.6	9.6
42	Store Manager	5.5	5.0	5.4	5.9
43	Assistant/Co-Store Manager	5.2	6.0	5.6	4.7
44	Meat Department Manager	6.1	5.2	5.6	6.1
DRUG/PHARMACY POSITIONS					
45	Top Drug Executive	*	*	*	*
46	Top Drug Merchandising Executive	*	*	*	*
47	Pharmacy Manager	*	7.1	7.3	*
48	Pharmacist	*	6.4	7.2	*
	AVERAGE	7.5%	6.4%	7.2%	8.6%

---

* Insufficient data for analysis.

PART IV: PAY LEVEL DATA — ANALYTICAL APPROACH

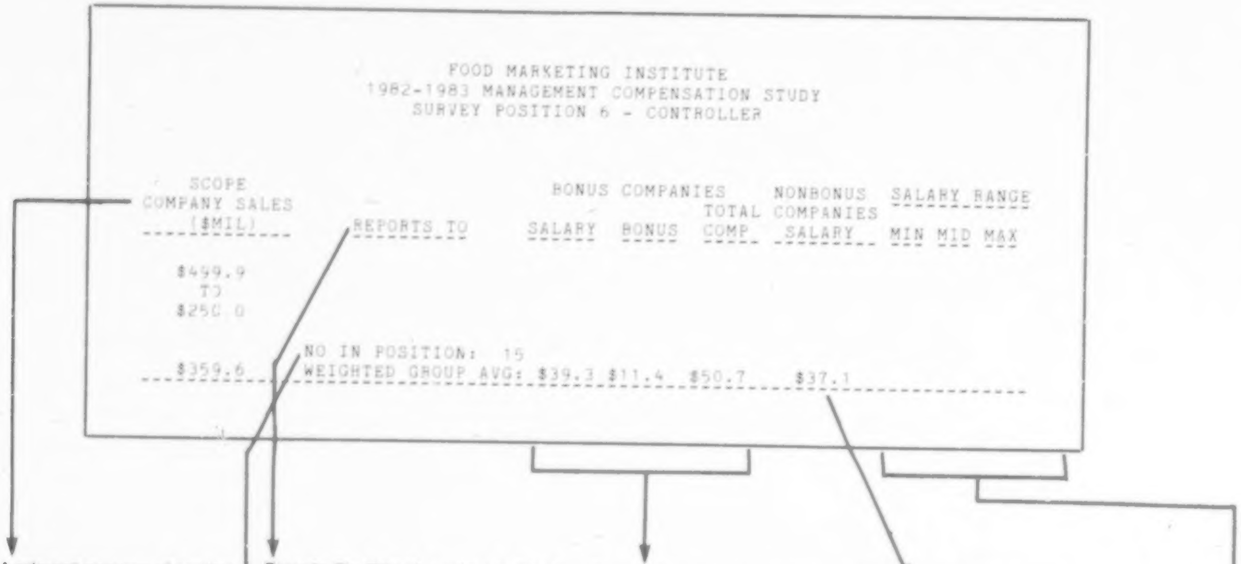
All compensation levels reported are effective **March 31, 1983.** Two types of displays are used in this report to present pay level data—tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

Tabular Displays

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants' data, data within each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

Each tabular display shows the following elements:



```
                    FOOD MARKETING INSTITUTE
              1982-1983 MANAGEMENT COMPENSATION STUDY
                 SURVEY POSITION 6 - CONTROLLER


   SCOPE                         BONUS COMPANIES     NONBONUS  SALARY RANGE
COMPANY SALES                                TOTAL COMPANIES  ------------
  ($MIL)       REPORTS TO      SALARY  BONUS  COMP    SALARY   MIN MID MAX
------------   ----------      ------  -----  ----  --------   --- --- ---

  $499.9
    TO
  $250.0

              NO IN POSITION:  15
  $359.6      WEIGHTED GROUP AVG: $39.3 $11.4  $50.7     $37.1
---------------------------------------------------------------------------
```

Scope: A relevant measure of position responsibility (i.e. company sales, number of stores, etc.)

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

No in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1983, bonus paid in 1983 (for 1982 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

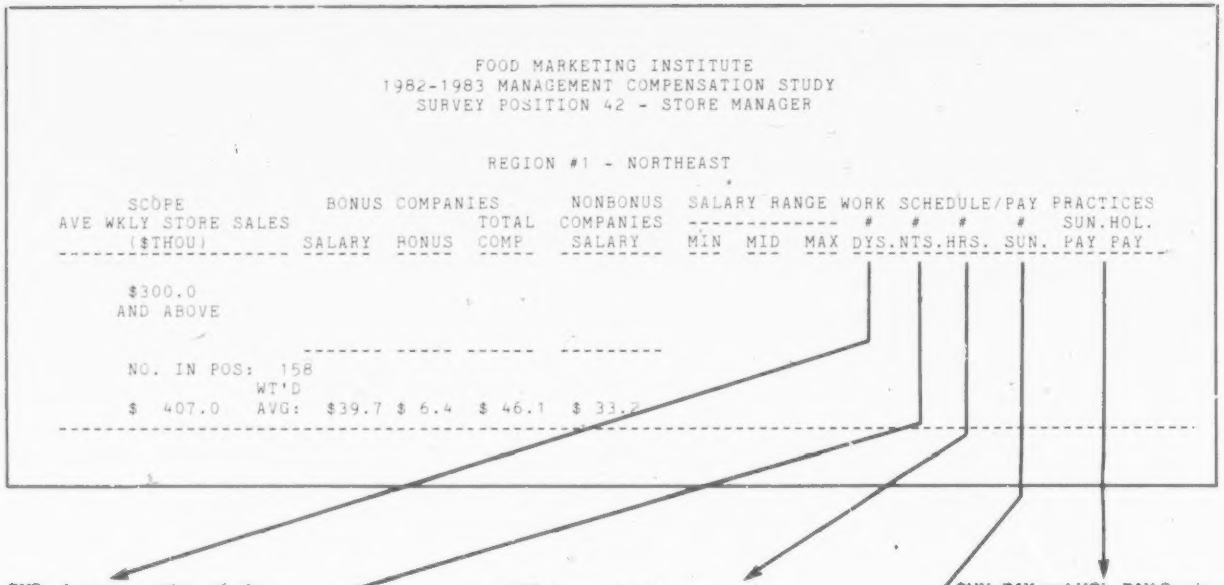
The Group Average is weighted by the number of incumbents.

Nonbonus Companies Salary: The annual salary rate in effect as of March 31, 1983.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point" and Maximum: The established salary range if the position is covered by a formal salary structure.

The work schedule and additional pay practices are reported for Store Managers, Assistant Store Managers, and Meat Managers (survey positions 42, 43, and 44) as shown in the following example.



```
                          FOOD MARKETING INSTITUTE
                   1982-1983 MANAGEMENT COMPENSATION STUDY
                     SURVEY POSITION 42 - STORE MANAGER

                          REGION #1 - NORTHEAST

      SCOPE            BONUS COMPANIES        NONBONUS  SALARY RANGE WORK SCHEDULE/PAY PRACTICES
AVE WKLY STORE SALES                   TOTAL  COMPANIES ------------  #   #   #    #   SUN.HOL.
     ($THOU)          SALARY  BONUS    COMP    SALARY    MIN  MID  MAX DYS.NTS.HRS. SUN. PAY PAY
--------------------  ------  -----   -----  ---------   ---  ---  --- -------------------------

     $300.0
    AND ABOVE

                      ------  -----   -----  ---------
     NO. IN POS:  158
               WT'D
     $  407.0  AVG:  $39.7 $ 6.4   $ 46.1    $ 33.2
-----------------------------------------------------------------------------------------------
```

# DYS: Average number of days worked per week (excluding Sunday).

# NTS: Average number of nights worked per week.

# HRS: Average total hours worked per week (excluding Sunday).

# SUN: Average number of Sundays worked per year.

SUN. PAY and HOL. PAY Sunday and Holiday pay policy code A-F or per day dollar amount

CODES:

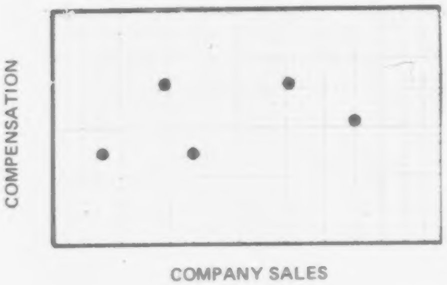
- A. No additional compensation - compensatory time off.
- B. No additional compensation - open Sundays.
- C. Not applicable - close Sundays/Holidays
- D. Straight time pay
- E. Time and one-half (1.5 X) pay
- F. Double time (2 X) pay
- G. Triple time (3 X) pay

Trend Lines

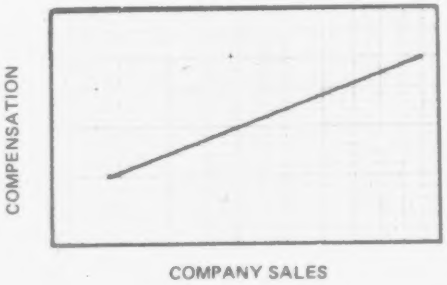
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique (regression analysis) to develop the "line of best fit" through all of the points. The following illustration shows this process.

If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:

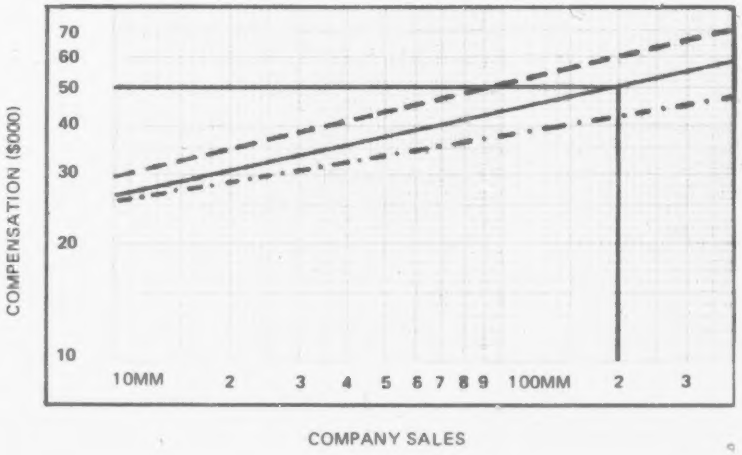


The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope.

The following example illustrates the way trend lines are presented in this report.



LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ——		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary –.–.–.		

The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $50,000 for bonus-paying companies.

The trend line exhibits also provide two statistical measures—the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation.

The following charts are guides in reading the trend lines.

Guide to Determining Usefulness of Trend Line Analysis

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If COEFFICIENT OF DETERMINATION is:	The Percent of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

If STANDARD ERROR is:	Most of the Data Falls Within ± This Percent About the Line
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

Geographic Analysis

For **Merchandisers and Buyers, Division, District, and Store Management positions,** participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas. (This year, the sample size for these positions precludes a separate analysis of the metropolitan areas within each of these regions.)

REGION 1 - NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.
REGION 2 - NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 - WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 - SOUTHEAST:	Alabama, Delaware, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, District of Columbia, West Virginia
REGION 5 - PACIFIC:	California, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0	BOARD OF DIR.	$475.0	$ 60.0	$535.0		$287.0	$392.0	$497.0
AND ABOVE		450.0	100.0	550.0				
	BOARD OF DIR.	360.0	145.0	505.0				
	BOARD OF DIR.	352.0	63.8	415.8		293.8	367.3	440.8
	BOARD OF DIR.	340.0	0.0	340.0				
	BOARD OF DIR.				$328.0			
	BOARD OF DIR.	325.0	157.9	482.9		253.8	317.2	380.7
	BOARD OF DIR.	300.0	97.4	397.4				
	BOARD OF DIR.	245.0	57.1	302.1		249.7	321.2	385.4
	BOARD OF DIR.	155.0	77.5	232.5				
	NO IN POSITION: 10							
$ 5666.6	WEIGHTED GROUP AVG:	$333.6	$ 84.3	$417.9	$328.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	BOARD OF DIR.	$383.6	$239.4	$623.0				
TO	BOARD OF DIR.	325.0	0.0	325.0		$201.5	$268.6	$335.8
$1000.0	BOARD OF DIR.	325.0	168.4	493.4				
		250.0	0.0	250.0				
	BOARD OF DIR.	225.0	75.0	300.0				
	BOARD OF DIR.	225.0	25.0	250.0				
	BOARD OF DIR.	200.0	33.3	233.3		134.7	175.1	215.5
		198.0	38.0	236.0				
	BOARD OF DIR.	175.0	25.0	200.0				
	BOARD OF DIR.	146.1	41.4	187.5				
	NO IN POSITION:	10						
$ 1295.1	WEIGHTED GROUP AVG:	$245.3	$ 64.5	$309.8				
$999.9	BOARD OF DIR.				$233.5			
TO	BOARD OF DIR.	$215.0	$ 47.5	$262.5				
$500.0	BOARD OF DIR.	212.5	175.0	387.5		$130.0	$170.0	$210.0
	BOARD OF DIR.				206.1			
	BOARD OF DIR.	200.0	0.0	200.0		122.6	157.2	191.8
	BOARD OF DIR.	195.0	94.2	289.2		151.8	189.8	227.8
	BOARD OF DIR.				190.0			
	BOARD OF DIR.	164.3	61.2	225.5		117.3	146.7	176.0
	BOARD OF DIR.	150.0	0.0	150.0				
	BOARD OF DIR.	140.0	70.0	210.0		112.1	141.8	171.5
	BOARD OF DIR.	125.0	413.3	538.3				
		117.0	133.9	250.9				
	BOARD OF DIR.	100.0	0.0	100.0		75.0	112.5	150.0
	NO IN POSITION:	13						
$ 621.8	WEIGHTED GROUP AVG:	$161.9	$ 99.5	$261.4	$209.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

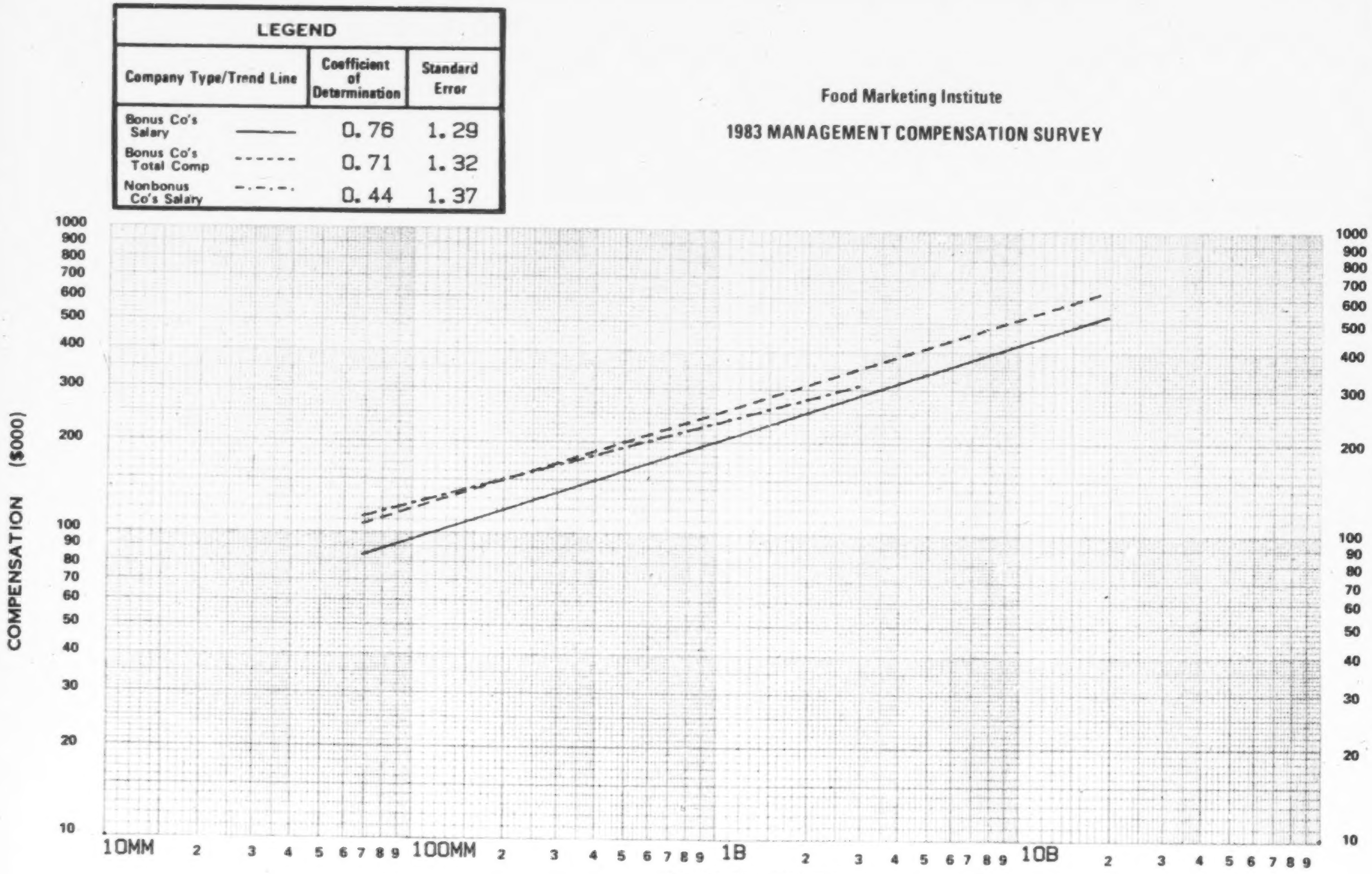
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9	BOARD OF DIR.				$222.0			
TO	BOARD OF DIR.				214.6	$200.0	$212.5	$225.0
$250.0	BOARD OF DIR.	$210.3	$ 70.1	$280.4				
	BOARD OF DIR.	196.0	60.5	256.5		107.4	134.2	174.5
	BOARD OF DIR.	170.0	0.0	170.0				
	BOARD OF DIR.	160.0	42.8	202.8				
	BOARD OF DIR.	155.0	46.5	201.5				
	BOARD OF DIR.				155.0			
	BOARD OF DIR.				105.0			
	BOARD OF DIR.	100.0	2.5	102.5				
	NO IN POSITION: 10							
$ 346.0	WEIGHTED GROUP AVG:	$165.2	$ 37.1	$202.3	$174.1			
$249.9	BOARD OF DIR.				$220.0			
TO	BOARD OF DIR.	$161.2	$ 80.3	$241.5				
$100.0	BOARD OF DIR.	127.4	18.0	145.4				
	BOARD OF DIR.	110.0	0.0	110.0				
					110.0			
	BOARD OF DIR.	100.0	0.0	100.0				
	BOARD OF DIR.	94.1	146.4	240.5				
	BOARD OF DIR.	93.4	0.0	93.4				
	BOARD OF DIR.	39.0	0.0	39.0				
	NO IN POSITION: 9							
$ 160.4	WEIGHTED GROUP AVG:	$103.6	$ 34.9	$138.5	$165.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9 AND BELOW	BOARD OF DIR.				$250.0	$225.0	$250.0	$275.0
	BOARD OF DIR.	$220.0	$ 66.0	$286.0				
					150.0			
	BOARD OF DIR.	130.0	17.0	147.0				
	BOARD OF DIR.	85.0	30.0	115.0				
	BOARD OF DIR.				82.5			
	BOARD OF DIR.	65.0	21.5	86.5				
	BOARD OF DIR.	56.6	20.0	76.6				
	NO IN POSITION: 8							
$ 85.8	WEIGHTED GROUP AVG:	$111.3	$ 30.9	$142.2	$160.8			
	NO IN POSITION: 60							
$ 1388.2	POSITION AVERAGE:	$198.9	$ 64.2	$263.1	$189.7			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0		$365.0	$ 35.0	$400.0		$219.0	$296.0	$373.0
AND ABOVE		350.0	50.0	400.0				
	CEO/PRESIDENT	275.0	55.2	330.2		225.0	281.3	337.6
		210.0	0.0	210.0				
	CEO/PRESIDENT	180.0	0.0	180.0				
	CEO/PRESIDENT	158.0	52.7	210.7				
		156.0	25.0	181.0				
	CEO/PRESIDENT				$145.1			
	CEO/PRESIDENT	145.0	16.0	161.0				
	BOARD OF DIR.	136.6	57.8	194.4				
	CEO/PRESIDENT	118.0	49.6	167.6				
	CEO/PRESIDENT	85.0	117.3	202.3				
	NO IN POSITION: 12							
$ 4046.8	WEIGHTED GROUP AVG:	$198.1	$ 41.6	$239.7	$145.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

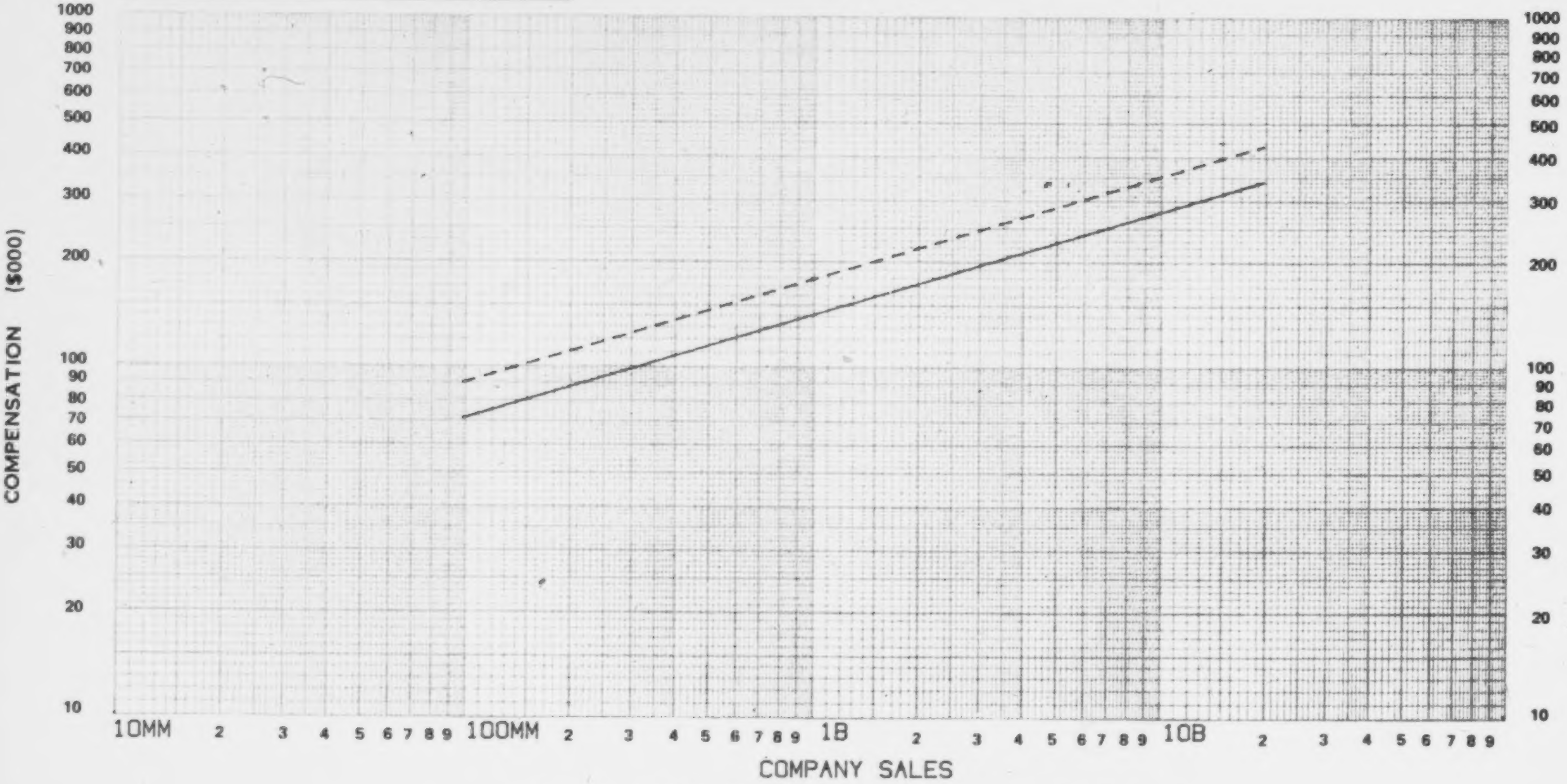
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 TO $250.0	CEO/PRESIDENT	$164.4	$ 54.7	$219.1				
	CEO/PRESIDENT	135.0	30.0	165.0				
	CEO/PRESIDENT				$130.0			
	CEO/PRESIDENT	130.0	0.0	130.0		$ 91.0	$116.2	$140.9
	CEO/PRESIDENT	129.3	35.4	164.7		99.3	124.1	149.0
	CEO/PRESIDENT				125.0			
	BOARD OF DIR.				125.0			
	CEO/PRESIDENT	115.0	99.5	214.5		95.0	120.0	145.0
	CEO/PRESIDENT	115.0	45.7	160.7		87.0	109.6	131.5
	BOARD OF DIR.	114.6	40.0	154.6		100.0	112.5	125.0
	CEO/PRESIDENT				108.0			
		106.0	122.2	228.2				
	CEO/PRESIDENT	80.0	2.0	82.0				
	CEO/PRESIDENT				50.0	45.0	60.0	80.0
	NO IN POSITION: 14							
$ 503.3	WEIGHTED GROUP AVG:	$121.0	$ 47.8	$168.8	$107.6			
$249.9 AND BELOW	CEO/PRESIDENT				$220.0			
	CEO/PRESIDENT				150.0	$115.0	$145.0	$175.0
	CEO/PRESIDENT	$100.0	$ 50.0	$150.0				
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	90.0	25.0	115.0				
	BOARD OF DIR.				88.9			
	CEO/PRESIDENT	83.2	0.0	83.2				
	CEO/PRESIDENT	80.0	0.0	80.0				
	CEO/PRESIDENT	65.0	30.0	95.0				
	BOARD OF DIR.				50.0			
	BOARD OF DIR.	39.0	0.0	39.0				
	NO IN POSITION: 15							
$ 147.4	WEIGHTED GROUP AVG:	$ 81.5	$ 9.5	$ 91.0	$127.2			
	NO IN POSITION: 41							
$ 1410.2	POSITION AVERAGE:	$134.3	$ 32.1	$166.4	$119.2			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.76	1.25
Bonus Co's Total Comp	------	0.76	1.25
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affair. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0	CEO/PRESIDENT				$255.0			
AND ABOVE	CEO/PRESIDENT	$250.0	$125.0	$375.0		$192.7	$240.9	$289.1
		190.0	0.0	190.0				
		180.0	17.5	197.5		97.0	126.0	155.0
	CEO/PRESIDENT	147.0	39.7	186.7		117.8	147.3	176.8
	CEO/PRESIDENT	135.0	33.0	168.0		103.7	129.6	155.5
	CEO/PRESIDENT	125.0	29.2	154.2		116.5	145.7	174.8
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	70.6	25.1	95.7				
	NO IN POSITION:	9						
$ 5858.5	WEIGHTED GROUP AVG:	$149.7	$ 33.7	$183.4	$255.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1999.9	CEO/PRESIDENT	$177.0	$100.0	$277.0				
TO	CEO/PRESIDENT	170.0	76.4	246.4				
$1000.0	BOARD OF DIR.	166.7	16.3	183.0				
	CEO/PRESIDENT	130.0	0.0	130.0		$ 96.5	$125.3	$154.1
	CEO/PRESIDENT	105.0	12.5	117.5				
	CEO/PRESIDENT	85.0	27.5	112.5		70.0	80.0	90.0
					$ 75.0			
		70.0	13.0	83.0				
	C.O.O.	65.0	21.6	86.6				
	NO IN POSITION: 9							
$ 1314.5	WEIGHTED GROUP AVG:	$121.1	$ 33.4	$154.5	$ 75.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	CEO/PRESIDENT	$115.0	$ 0.0	$115.0		$ 70.2	$ 87.7	$105.3
TO	BOARD OF DIR.				$115.0			
$500.0	CEO/PRESIDENT				104.0			
	CEO/PRESIDENT				100.0			
	CEO/PRESIDENT	100.0	34.3	134.3		88.0	110.0	131.9
	CEO/PRESIDENT	89.0	0.0	89.0				
	CEO/PRESIDENT	82.5	18.8	101.3				
	CEO/PRESIDENT	81.0	6.3	87.3		60.0	90.0	120.0
		80.0	92.3	172.3				
	CEO/PRESIDENT	80.0	40.0	120.0		74.7	93.7	112.8
	CEO/PRESIDENT	78.0	17.5	95.5		62.6	78.3	94.0
	CEO/PRESIDENT	70.0	49.0	119.0		65.0	80.0	95.0
	CEO/PRESIDENT	60.0	211.0	271.0				
	CEO/PRESIDENT	60.0	0.0	60.0				
	CEO/PRESIDENT				59.6	48.0	60.0	72.0
	GROUP EXEC.	52.0	18.9	70.9		54.6	67.0	79.2
	CEO/PRESIDENT				48.0	61.7	74.0	88.8
	NO IN POSITION: 17							
$ 638.2	WEIGHTED GROUP AVG:	$ 79.0	$ 40.6	$119.6	$ 85.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

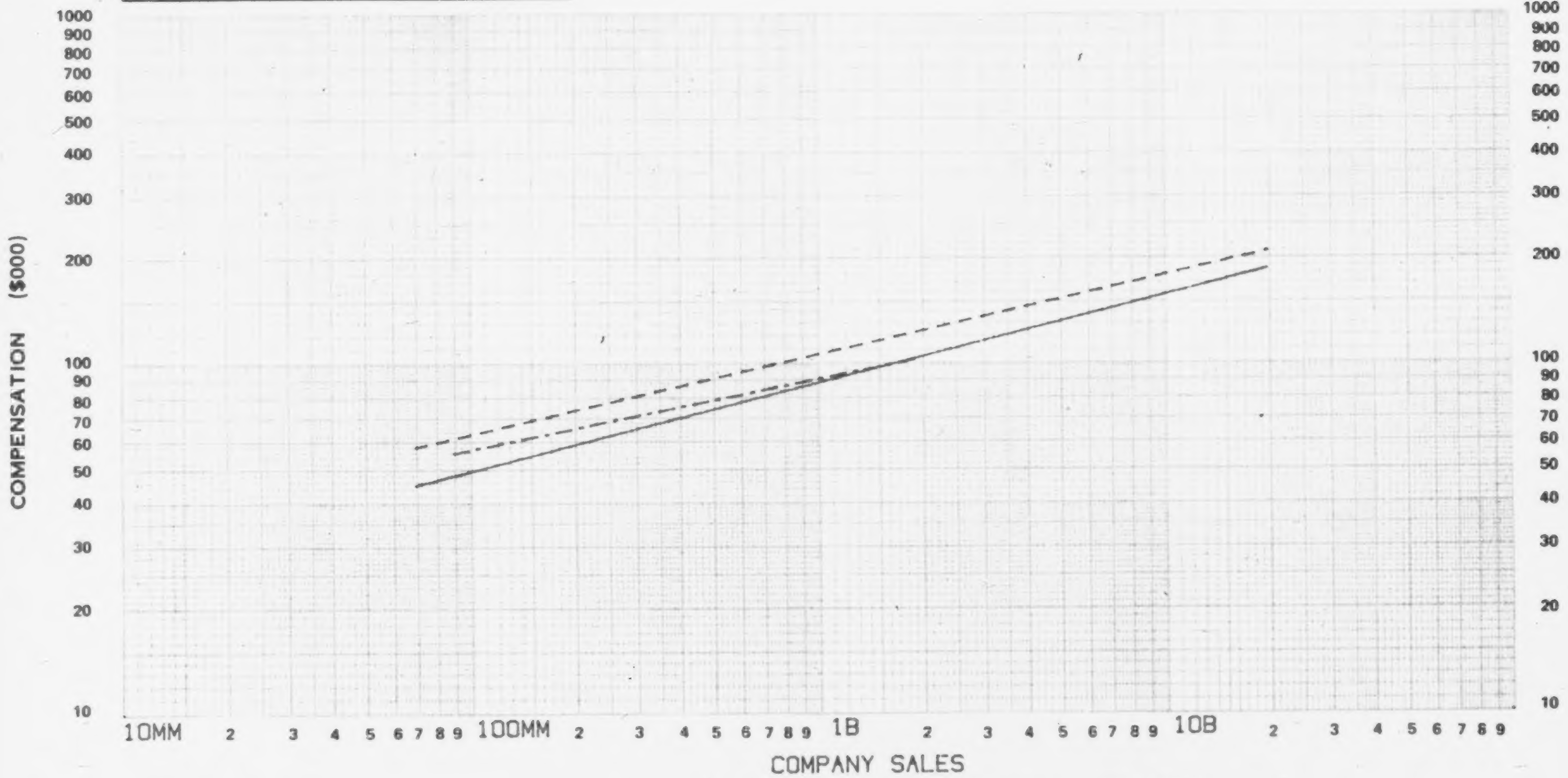
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9	C.O.O.				$ 95.0			
TO	CEO/PRESIDENT	$ 93.0	$ 23.1	$116.1		$ 60.2	$ 75.2	$ 96.3
$250.0	CEO/PRESIDENT	92.5	27.7	120.2				
	CEO/PRESIDENT	90.0	0.0	90.0				
	CEO/PRESIDENT	69.0	0.0	69.0				
	CEO/PRESIDENT				67.8	50.0	67.0	75.0
	C.O.O.				66.0			
	CEO/PRESIDENT	58.6	10.0	68.6		57.6	58.9	60.2
	CEO/PRESIDENT	52.5	8.5	61.0				
	CEO/PRESIDENT	50.5	16.9	67.4				
	C.O.O.	46.0	1.2	47.2				
	NO IN POSITION: 11							
$ 355.2	WEIGHTED GROUP AVG:	$ 69.0	$ 10.9	$ 79.9	$ 76.3			
$249.9	C.O.O.	$ 68.9	$ 0.0	$ 68.9				
TO	CEO/PRESIDENT				$ 64.7			
$100.0	CEO/PRESIDENT	60.0	20.0	80.0		$ 55.0	$ 70.0	$ 85.0
	CEO/PRESIDENT				54.0			
	CEO/PRESIDENT				53.5			
	CEO/PRESIDENT	45.0	30.0	75.0				
	CEO/PRESIDENT	45.0	22.5	67.5				
	BOARD OF DIR.	39.0	0.0	39.0				
	NO IN POSITION: 8							
$ 145.4	WEIGHTED GROUP AVG:	$ 51.6	$ 14.5	$ 66.1	$ 57.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9 AND BELOW	CEO/PRESIDENT	$ 71.5	$ 21.4	$ 92.9				
	C.O.O.				$ 60.0	$ 50.0	$ 62.5	$ 75.0
	CEO/PRESIDENT	50.0	14.0	64.0				
	CEO/PRESIDENT	39.5	2.0	41.5				
	CEO/PRESIDENT	33.0	8.3	41.3				
	NO IN POSITION: 6							
$ 87.1	WEIGHTED GROUP AVG:	$ 53.1	$ 13.4	$ 66.5	$ 60.0			
	NO IN POSITION: 60							
$ 1350.0	POSITION AVERAGE:	$ 91.1	$ 27.2	$118.3	$ 87.0			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.66	1.27
Bonus Co's Total Comp	------	0.55	1.31
Nonbonus Co's Salary	–·–·–·	0.34	1.26



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

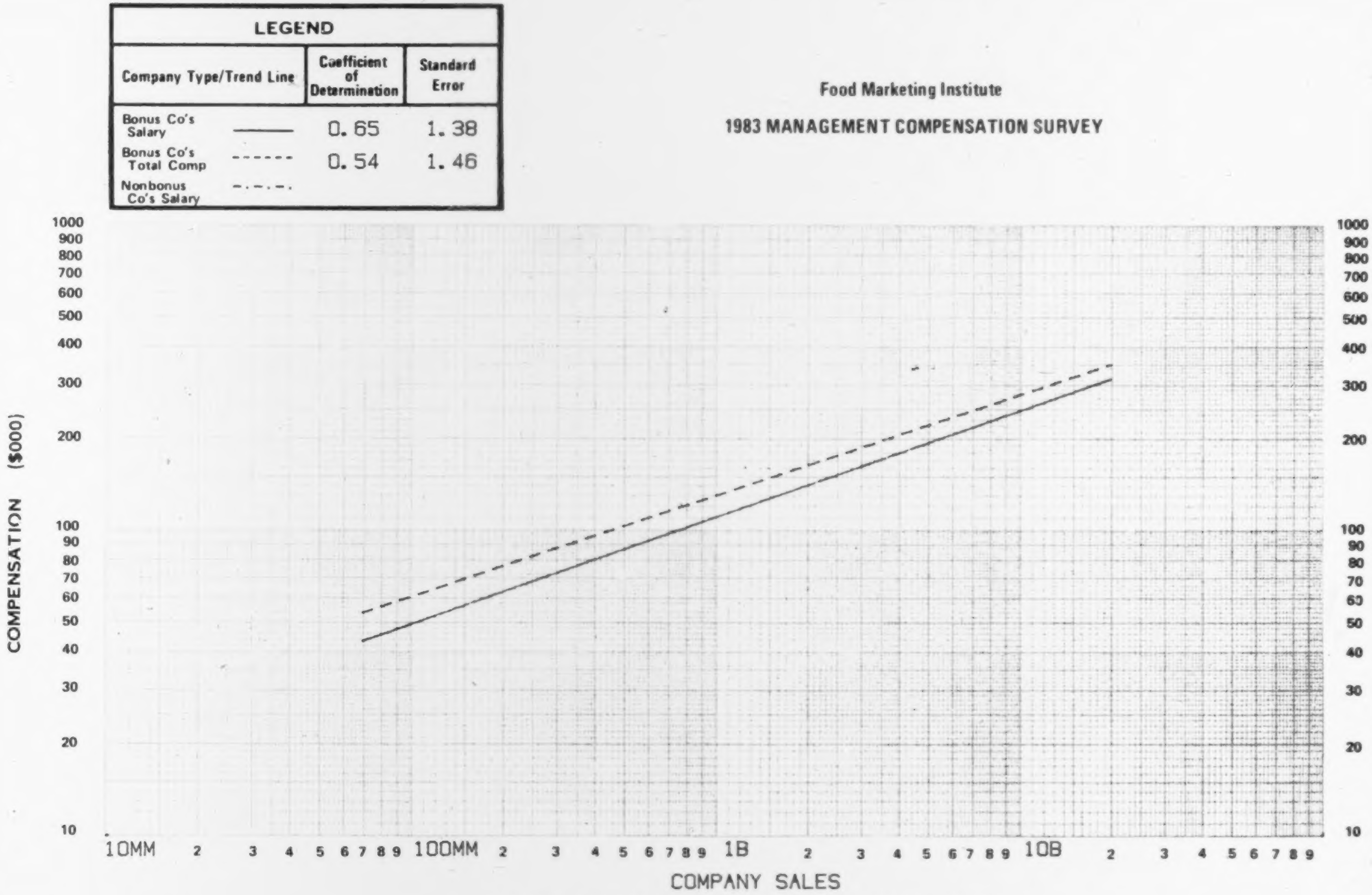
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$235.0	$115.3	$350.3		$177.6	$222.1	$266.5
	C.O.O.	225.0	82.6	307.6		166.0	222.0	278.0
		225.0	0.0	225.0				
	CEO/PRESIDENT	175.0	40.6	215.6		129.1	161.4	193.7
	CEO/PRESIDENT	165.0	0.0	165.0		121.0	159.2	197.4
	SENIOR V.P.	150.0	35.0	185.0				
	C.O.O.	138.0	44.2	182.2				
		130.0	25.0	155.0				
		120.0	0.0	120.0				
	C.O.O.				$108.0			
	SENIOR V.P.	57.7	13.8	71.5				
	NO IN POSITION: 12							
$ 2988.9	WEIGHTED GROUP AVG:	$162.3	$ 32.4	$194.7	$108.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$175.0	$ 15.0	$190.0		$126.0	$168.0	$210.0
TO	C.O.O.	145.0	20.7	165.7		112.0	146.0	180.0
$250.0	C.O.O.	130.0	12.3	142.3		112.0	146.0	180.0
	GROUP EXEC.	130.0	0.0	130.0		120.0	150.0	180.0
	CEO/PRESIDENT				$100.0			
	EXEC. V.P.	95.8	41.2	137.0		102.0	125.1	147.9
	CEO/PRESIDENT				93.5			
	C.O.O.	90.8	19.7	110.5		74.2	86.6	111.4
	CEO/PRESIDENT	86.9	0.0	86.9				
	CEO/PRESIDENT	86.4	10.0	96.4				
	CEO/PRESIDENT	79.0	0.0	79.0				
	CEO/PRESIDENT	76.6	40.0	116.6		65.0	75.0	85.0
	CEO/PRESIDENT	60.0	0.0	60.0				
	NO IN POSITION: 18							
$ 649.1	WEIGHTED GROUP AVG:	$ 91.0	$ 9.9	$100.9	$ 96.8			
$249.9	CEO/PRESIDENT	$ 57.2	$ 14.0	$ 71.2				
AND BELOW	CEO/PRESIDENT				$ 55.4			
	BOARD OF DIR.	52.2	18.0	70.2		$ 51.5	$ 60.7	$ 69.8
	C.O.O.	52.0	12.0	64.0				
	CEO/PRESIDENT	45.0	22.5	67.5				
	CEO/PRESIDENT	39.0	0.0	39.0				
	NO IN POSITION: 8							
$ 128.6	WEIGHTED GROUP AVG:	$ 48.8	$ 11.5	$ 60.3	$ 55.4			
	NO IN POSITION: 38							
$ 1278.4	POSITION AVERAGE:	$105.4	$ 17.5	$122.9	$ 89.2			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

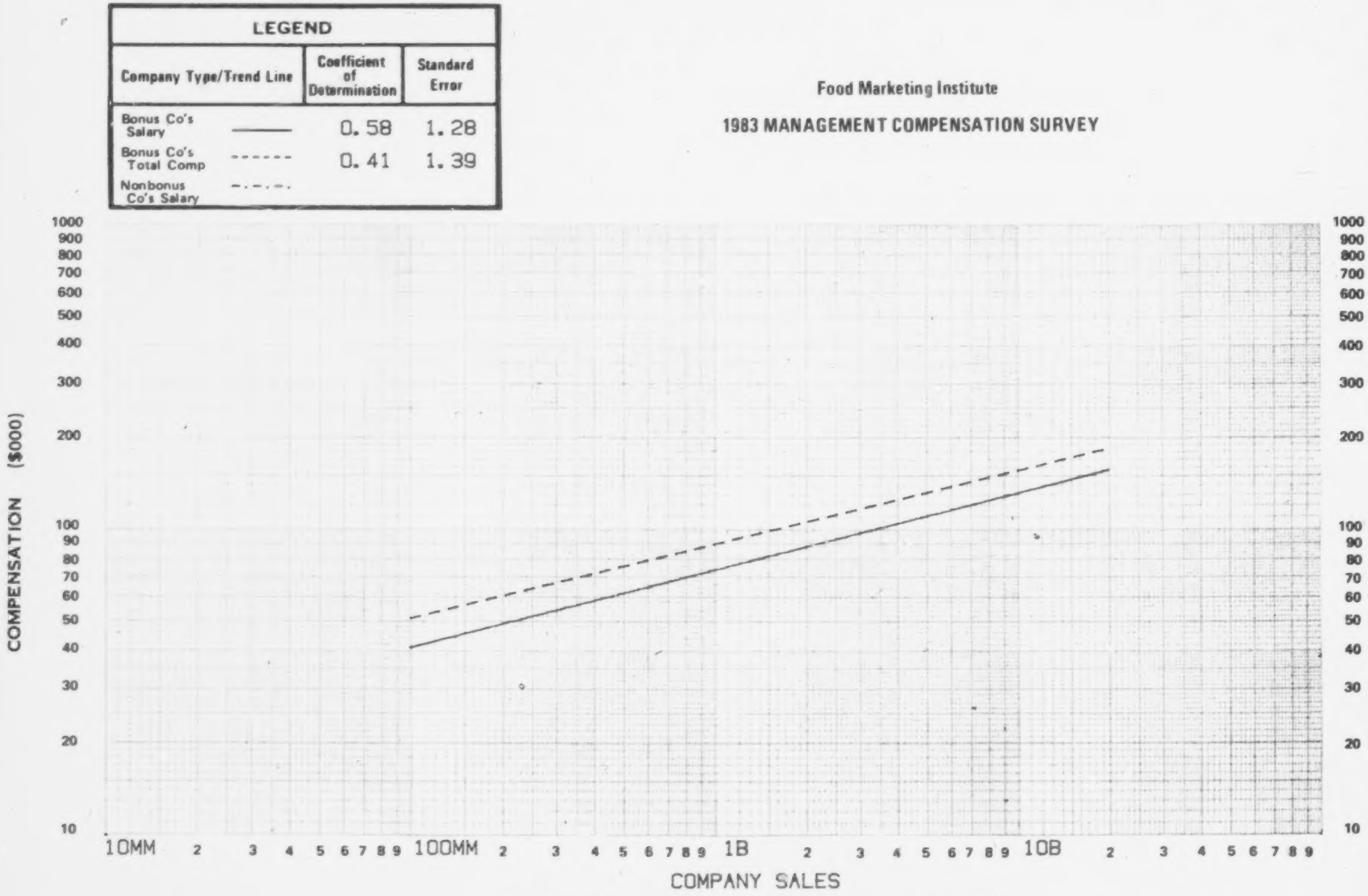
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE		$182.5	$ 0.0	$182.5				
		145.0	62.5	207.5		$105.2	$131.5	$157.8
	CEO/PRESIDENT	141.2	32.2	173.4		119.6	149.5	179.4
		140.0	0.0	140.0		89.0	109.0	134.0
	CEO/PRESIDENT	118.5	33.1	151.6		87.4	109.3	131.2
	CEO/PRESIDENT	80.0	11.2	91.2		65.4	81.7	98.1
	CEO/PRESIDENT	72.5	23.2	95.7				
	CEO/PRESIDENT	69.0	0.0	69.0				
	EXEC. V.P.	65.0	9.7	74.7				
	NO IN POSITION: 9							
$ 5982.4	WEIGHTED GROUP AVG:	$112.6	$ 19.1	$131.7				
$1999.9 TO $1000.0	CEO/PRESIDENT	$ 94.1	$ 24.3	$118.4		$ 66.1	$ 82.6	$ 99.1
	SENIOR V.P.	90.0	20.2	110.2				
					$ 80.0			
	CEO/PRESIDENT	77.5	0.0	77.5		66.8	85.6	104.4
	CEO/PRESIDENT	77.2	84.1	161.3				
	C.O.O.	70.0	23.3	93.3				
	CEO/PRESIDENT	62.4	29.1	91.5				
	NO IN POSITION: 7							
$ 1263.8	WEIGHTED GROUP AVG:	$ 78.5	$ 30.2	$108.7	$ 80.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 91.0	$ 22.5	$113.5				
TO	CEO/PRESIDENT	85.0	56.0	141.0		$ 65.0	$ 80.0	$ 95.0
$500.0		77.0	87.1	164.1				
	CEO/PRESIDENT	66.0	0.0	66.0		48.6	59.7	70.7
	EXEC. V.P.				$ 52.6	41.3	50.8	60.0
	CEO/PRESIDENT	49.5	0.0	49.5				
	CEO/PRESIDENT	45.0	8.0	53.0		32.2	39.5	46.7
	NO IN POSITION: 7							
$ 666.3	WEIGHTED GROUP AVG:	$ 68.9	$ 29.0	$ 97.8	$ 52.6			
$499.9	BOARD OF DIR.	$150.3	$ 50.1	$200.4				
AND BELOW	C.O.O.	75.0	9.0	84.0		$ 59.0	$ 76.0	$ 93.0
	CEO/PRESIDENT	56.0	0.0	56.0				
	VICE PRESIDENT	50.0	10.0	60.0				
	SENIOR V.P.				$ 42.5	35.0	45.0	55.0
	CEO/PRESIDENT				31.2	26.0	31.2	36.4
	NO IN POSITION: 6							
$ 301.8	WEIGHTED GROUP AVG:	$ 82.8	$ 17.3	$100.1	$ 36.8			
	NO IN POSITION: 29							
$ 2384.9	POSITION AVERAGE:	$ 89.2	$ 23.8	$113.0	$ 51.6			



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0	SENIOR V.P.				$130.0			
AND ABOVE	SENIOR V.P.				107.5	$117.0	$153.0	$189.0
		$105.0	$ 38.4	$143.4		82.6	103.2	123.9
		100.0	0.0	100.0				
	GROUP EXEC.	98.0	25.6	123.6		81.6	102.0	122.4
	EXEC. V.P.	85.0	31.8	116.8		68.0	87.0	106.0
	EXEC. V.P.	73.0	11.0	84.0				
	GROUP EXEC.	72.5	0.0	72.5				
	SENIOR V.P.	72.5	14.3	86.8		58.0	72.6	87.1
	SENIOR V.P.	67.9	9.6	77.5		53.3	66.6	80.0
	NO IN POSITION: 10							
$ 5655.9	WEIGHTED GROUP AVG:	$ 84.2	$ 16.4	$100.6	$118.8			
$1999.9	SENIOR V.P.	$ 71.0	$ 0.0	$ 71.0				
TO	CEO/PRESIDENT				$ 70.5	$ 51.8	$ 64.7	$ 77.6
$1000.0	SENIOR V.P.	61.6	3.5	65.1		46.9	59.0	71.0
	SENIOR V.P.	59.7	14.9	74.6				
	CEO/PRESIDENT	56.4	4.9	61.3				
	CEO/PRESIDENT				48.3			
	SENIOR V.P.	44.0	7.5	51.5		41.0	48.5	56.0
	VICE PRESIDENT	41.6	4.0	45.6		39.9	51.9	63.9
	NO IN POSITION: 8							
$ 1301.8	WEIGHTED GROUP AVG:	$ 55.7	$ 5.8	$ 61.5	$ 59.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 77.5	$ 13.5	$ 91.0		$ 59.0	$ 76.0	$ 93.0
TO	SENIOR V.P.	73.0	17.5	90.5		60.9	76.1	91.3
$500.0	C.O.O.				$ 69.9			
	SENIOR V.P.	60.0	2.4	62.4				
	EXEC. V.P.	59.0	3.0	62.0		47.3	59.1	70.9
	EXEC. V.P.				58.0			
	SENIOR V.P.	48.8	8.0	56.8		44.8	56.0	67.2
	VICE PRESIDENT	47.0	0.0	47.0				
	EXEC. V.P.	43.9	0.0	43.9				
	SENIOR V.P.	42.5	2.5	45.0		36.6	45.2	53.8
	SENIOR V.P.	42.0	5.7	47.7				
	VICE PRESIDENT				42.0	41.3	50.8	60.0
	VICE PRESIDENT	39.0	0.0	39.0		38.9	47.2	55.5
	CEO/PRESIDENT				38.5	32.0	40.0	48.0
	C.O.O.	38.0	0.8	38.8		34.0	45.3	56.6
	SENIOR V.P.	37.5	6.1	43.6		32.2	39.5	46.7
	SENIOR V.P.	36.7	8.0	44.7		33.8	42.9	52.1
	VICE PRESIDENT	35.0	45.0	80.0				
	NO IN POSITION:	24						
$ 709.1	WEIGHTED GROUP AVG:	$ 47.2	$ 5.6	$ 52.8	$ 52.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9	C.O.O.	$ 60.5	$ 9.6	$ 70.1		$ 50.0	$ 65.0	$ 80.0
TO	C.O.O.	57.5	8.1	65.6		44.0	57.0	70.0
$250.0	SENIOR V.P.				$ 57.3			
	EXEC. V.P.	44.5	8.4	52.9				
	C.O.O.	44.0	1.1	45.1				
	SENIOR V.P.				41.0	28.1	41.6	52.0
	VICE PRESIDENT	37.8	6.2	44.0		31.8	39.7	49.7
	VICE PRESIDENT				35.6	33.8	36.4	40.0
	VICE PRESIDENT				35.5	30.0	37.5	40.0
	CEO/PRESIDENT	33.0	0.0	33.0				
	CEO/PRESIDENT				31.5			
	CEO/PRESIDENT	31.3	3.0	34.3		26.6	36.0	45.3
	CEO/PRESIDENT	31.2	3.5	34.7				
	NO IN POSITION: 13							
$ 340.5	WEIGHTED GROUP AVG:	$ 42.5	$ 5.0	$ 47.5	$ 40.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

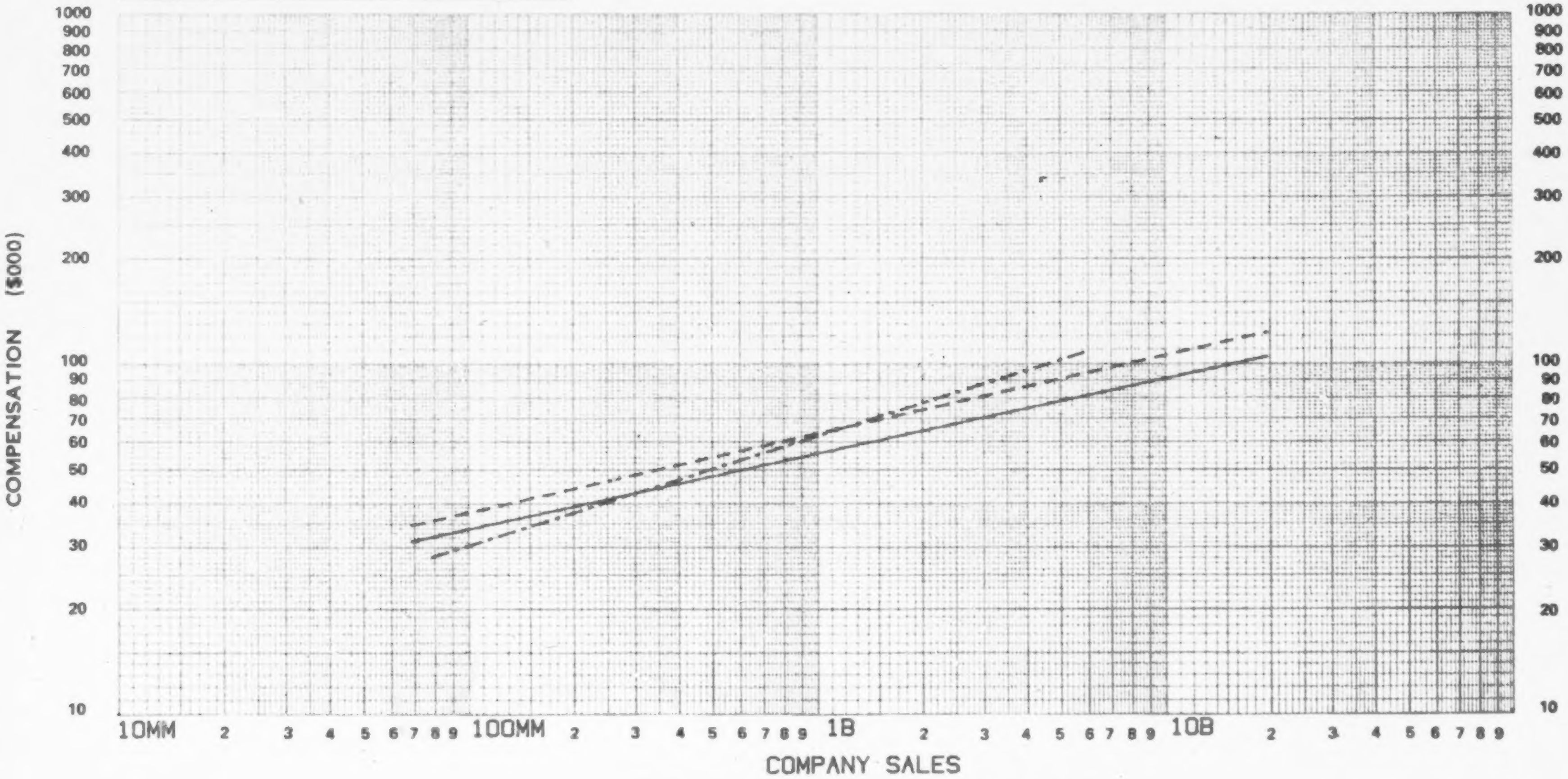
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	C.O.O.				$ 60.0			
AND BELOW	VICE PRESIDENT	$ 50.5	$ 8.0	$ 58.5				
	CEO/PRESIDENT	49.0	0.0	49.0				
	CEO/PRESIDENT				42.0			
	CEO/PRESIDENT				38.4			
	C.O.O.				38.2	$ 34.0	$ 36.2	$ 38.3
	GROUP EXEC.				38.0			
	C.O.O.				36.9			
	C.O.O.				36.4	25.0	32.5	40.0
	SENIOR V.P.				36.4			
	VICE PRESIDENT	36.0	10.0	46.0		35.0	45.0	55.0
	SENIOR V.P.	35.0	0.0	35.0				
	CEO/PRESIDENT				35.0			
	CEO/PRESIDENT	33.4	5.0	38.4				
	NO IN POSITION: 14							
$ 150.0	WEIGHTED GROUP AVG:	$ 40.8	$ 4.6	$ 45.4	$ 40.1			
	NO IN POSITION: 69							
$ 1311.9	POSITION AVERAGE:	$ 53.1	$ 7.2	$ 60.3	$ 51.2			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.54	1.26
Bonus Co's Total Comp	------	0.48	1.31
Nonbonus Co's Salary	-.-.-.-	0.70	1.30



SURVEY POSITION #6 - CONTROLLER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	GROUP EXEC.	$ 90.0	$ 18.8	$108.8		$ 64.6	$ 80.7	$ 96.8
		63.5	0.0	63.5				
	VICE PRESIDENT	54.3	19.4	73.7		49.0	61.3	73.5
	SENIOR V.P.				$ 52.0	51.0	66.0	81.0
	CEO/PRESIDENT	47.0	4.1	51.1				
					42.5			
	VICE PRESIDENT				42.0	33.6	42.0	52.5
	SENIOR V.P.	39.0	1.2	40.2		37.7	47.1	56.6
	VICE PRESIDENT	38.0	0.0	38.0				
	NO IN POSITION:	9						
$ 5982.4	WEIGHTED GROUP AVG:	$ 55.3	$ 7.3	$ 62.6	$ 45.5			
$1999.9 TO $1000.0	SENIOR V.P.	$ 58.5	$ 4.0	$ 62.5				
	SENIOR V.P.				$ 50.5			
	SENIOR V.P.	47.0	0.0	47.0		$ 38.2	$ 48.3	$ 58.5
	SENIOR V.P.	46.0	4.6	50.6		33.2	43.2	53.2
	SENIOR V.P.				44.0	41.5	52.1	62.6
	EXEC. V.P.	40.0	13.3	53.3				
	C.O.O.				28.3			
	NO IN POSITION:	7						
$ 1398.7	WEIGHTED GROUP AVG:	$ 47.9	$ 5.5	$ 53.4	$ 40.9			

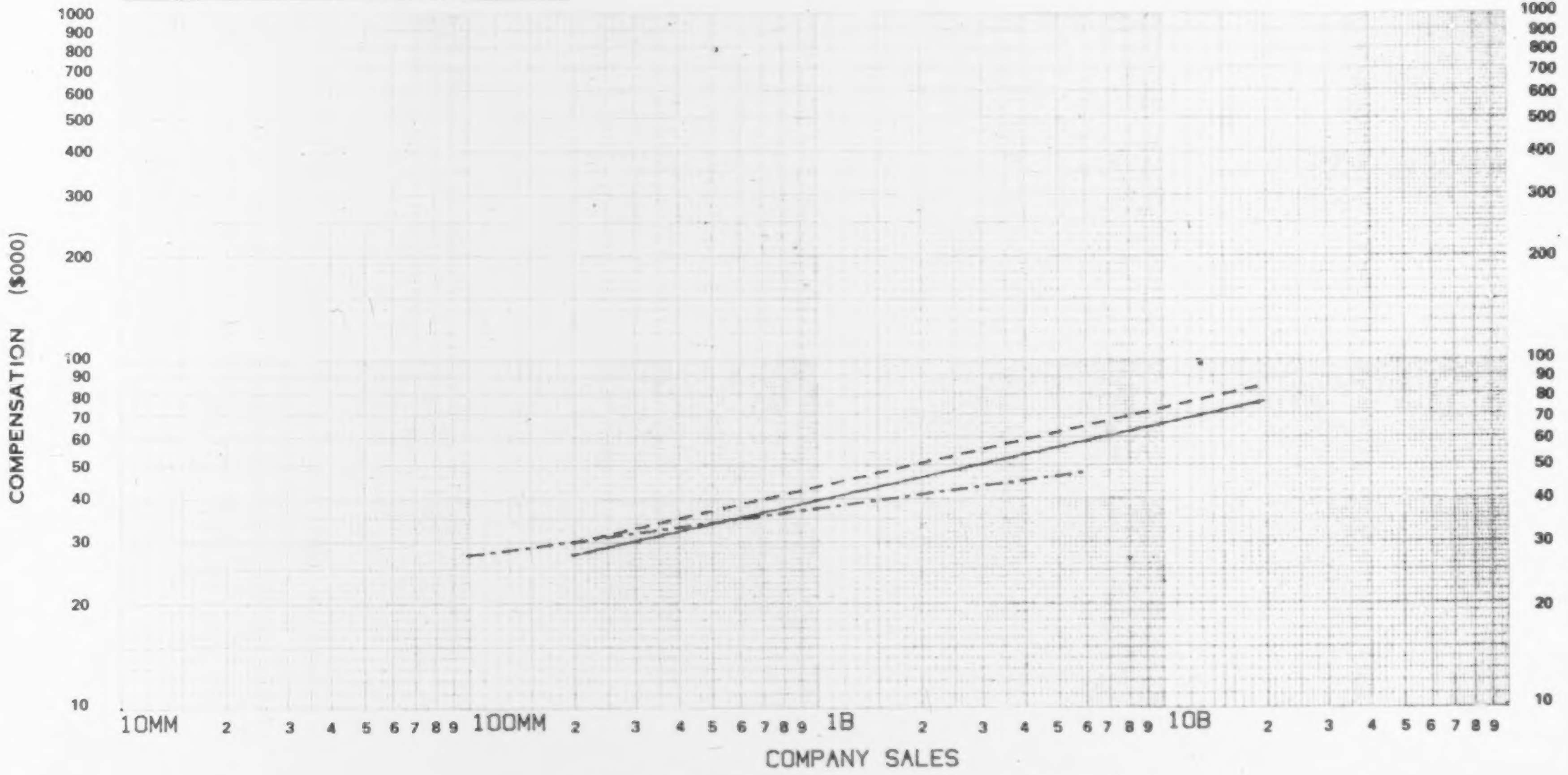
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	SENIOR V.P.				$ 45.5			
TO	SENIOR V.P.	$ 44.0	$ 3.9	$ 47.9		$ 37.6	$ 47.0	$ 56.4
$500.0	EXEC. V.P.				39.4	32.2	40.3	48.4
	VICE PRESIDENT				32.7	31.2	38.1	45.3
	VICE PRESIDENT	31.5	0.0	31.5		26.1	30.6	35.8
	VICE PRESIDENT	31.0	0.3	31.3		30.6	40.8	51.0
	SENIOR V.P.				29.0	27.0	33.0	39.0
	CEO/PRESIDENT				28.7	23.2	29.0	34.8
	C.O.O.	27.4	0.8	28.2		27.2	36.3	45.4
	SENIOR V.P.	23.4	4.3	27.7		17.7	22.7	27.8
	NO IN POSITION: 10							
$ 622.7	WEIGHTED GROUP AVG:	$ 31.5	$ 1.8	$ 33.3	$ 35.1			
$499.9					$ 41.0			
AND BELOW	EXEC. V.P.	$ 34.4	$ 6.5	$ 40.9				
	CEO/PRESIDENT				33.0			
	ASST. V.P./DIR	33.0	0.8	33.8				
	C.O.O.				32.0			
	CEO/PRESIDENT	31.2	3.5	34.7				
	VICE PRESIDENT	30.5	2.5	33.0				
	SENIOR V.P.				28.9			
	VICE PRESIDENT				22.2	$ 20.0	$ 25.0	$ 30.0
	NO IN POSITION: 9							
$ 287.8	WEIGHTED GROUP AVG:	$ 32.3	$ 3.3	$ 35.6	$ 31.4			
	NO IN POSITION: 35							
$ 2070.0	POSITION AVERAGE:	$ 42.6	$ 4.6	$ 47.2	$ 37.0			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.68	1.21
Bonus Co's Total Comp	------	0.60	1.26
Nonbonus Co's Salary	-·-·-	0.31	1.23



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0		$145.0	$ 0.0	$145.0				
AND ABOVE	EXEC. V.P.	108.0	22.9	130.9				
	GROUP EXEC.	102.0	49.0	151.0		$ 72.6	$ 90.7	$108.8
	SENIOR V.P.	94.5	22.8	117.3		71.5	89.3	107.2
	SENIOR V.P.				$ 82.5	77.0	100.0	123.0
	SENIOR V.P.	75.0	0.0	75.0				
	EXEC. V.P.	75.0	23.4	98.4		59.0	76.0	93.0
	VICE PRESIDENT	74.5	21.3	95.8		64.5	80.7	96.8
	GROUP EXEC.	73.5	0.0	73.5				
	C.O.O.				62.0			
	NO IN POSITION: 10							
$ 5610.1	WEIGHTED GROUP AVG:	$ 93.4	$ 17.5	$110.9	$ 72.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9					$ 85.0			
TO	CEO/PRESIDENT	$ 85.0	$117.3	$202.3				
$1000.0	VICE PRESIDENT				61.0	$ 46.9	$ 59.0	$ 71.0
	CEO/PRESIDENT	57.2	8.6	65.8				
	EXEC. V.P.	57.0	18.9	75.9				
	CEO/PRESIDENT				51.0	45.8	57.3	68.8
	VICE PRESIDENT	49.5	0.0	49.5		46.2	58.5	70.7
	SENIOR V.P.	49.0	7.0	56.0		41.0	48.5	56.0
	VICE PRESIDENT	46.8	4.1	50.9		39.9	51.9	63.9
	EXEC. V.P.				43.5			
	NO IN POSITION: 10							
$ 1287.1	WEIGHTED GROUP AVG:	$ 57.4	$ 26.0	$ 83.4	$ 60.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	EXEC. V.P.	$ 66.0	$ 5.7	$ 71.7		$ 47.3	$ 59.1	$ 70.9
TO	EXEC. V.P.				$ 57.0			
$500.0	CEO/PRESIDENT				56.6	40.0	50.0	60.0
	SENIOR V.P.	55.9	8.0	63.9		44.8	56.0	67.2
	VICE PRESIDENT	55.0	0.0	55.0				
	VICE PRESIDENT	54.4	7.1	61.5		43.2	57.5	71.9
	SENIOR V.P.				51.0	30.0	42.9	55.8
	VICE PRESIDENT	50.0	7.6	57.6		39.9	48.0	56.1
	C.O.O.				48.6	32.2	40.2	48.2
—		47.0	28.6	75.6				
	VICE PRESIDENT				46.0	37.6	46.1	54.5
	VICE PRESIDENT	45.0	18.0	63.0				
	SENIOR V.P.	43.9	11.0	54.9		33.8	42.9	52.1
	VICE PRESIDENT	43.8	0.0	43.8		43.4	52.9	62.5
	SENIOR V.P.	42.5	2.5	45.0		36.6	45.2	53.8
	C.O.O.	42.5	1.0	43.5		30.2	40.3	50.4
	SENIOR V.P.	41.0	5.8	46.8				
	SENIOR V.P.	40.0	6.0	46.0		28.0	34.3	40.6
	NO IN POSITION:	18						
$ 623.9	WEIGHTED GROUP AVG:	$ 48.2	$ 7.8	$ 56.0	$ 51.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

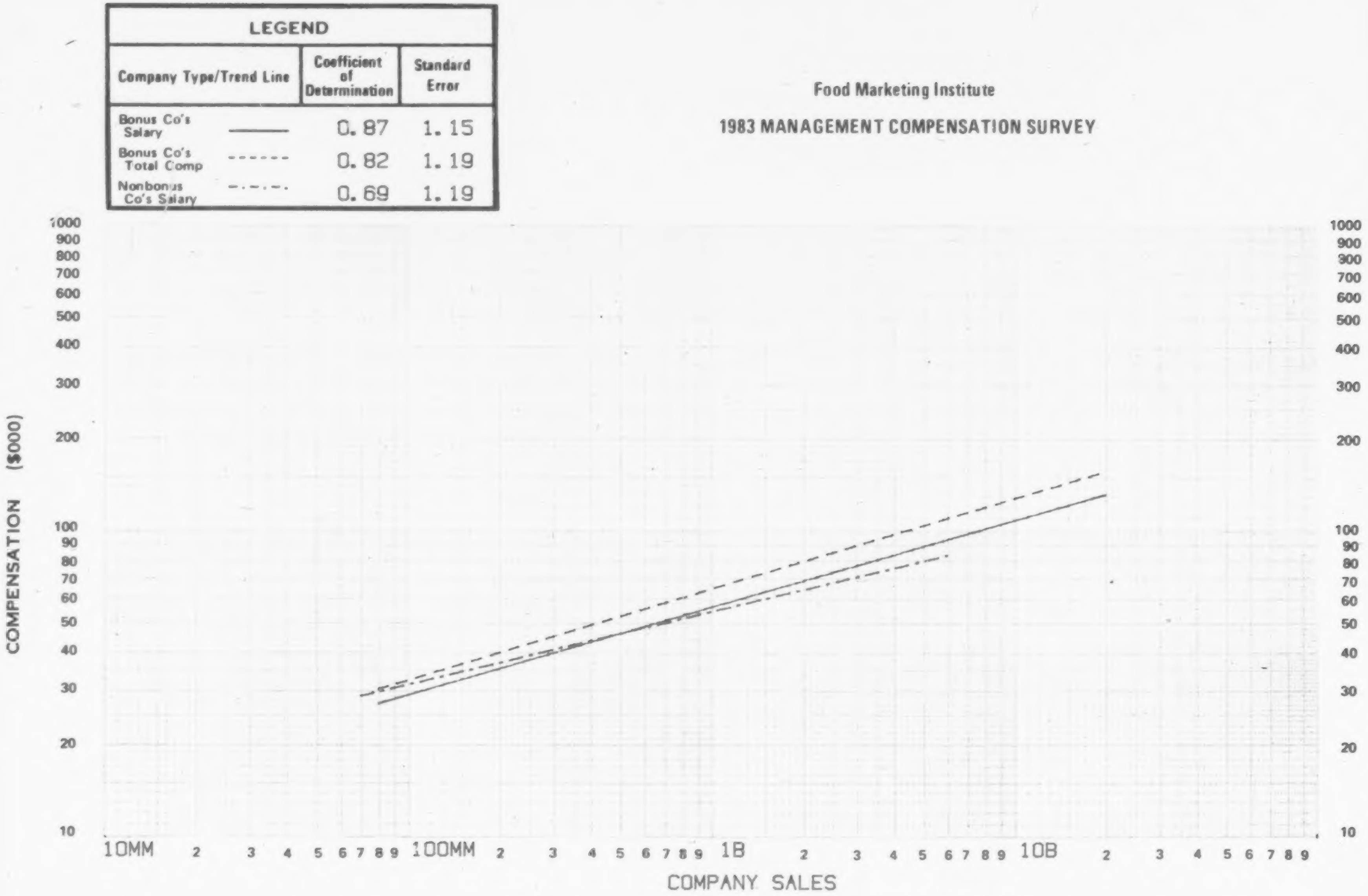
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 TO $250.0	SENIOR V.P.				$ 55.0			
	C.O.O.				53.0			
	EXEC. V.P.	$ 46.0	$ 1.2	$ 47.2				
	EXEC. V.P.	44.3	8.2	52.5				
	VICE PRESIDENT	44.0	2.8	46.8		$ 29.6	$ 35.2	$ 38.7
	CEO/PRESIDENT	40.0	0.0	40.0				
	C.O.O.				40.0			
	VICE PRESIDENT				35.5	30.0	35.0	40.0
	SENIOR V.P.				34.7	33.8	35.4	50.0
	VICE PRESIDENT	33.5	2.0	35.5				
	CEO/PRESIDENT				31.5			
	NO IN POSITION: 11							
$ 349.2	WEIGHTED GROUP AVG:	$ 41.6	$ 2.8	$ 44.4	$ 41.6			
$249.9 TO $100.0	CEO/PRESIDENT				$ 40.9			
	SENIOR V.P.				40.5			
	CEO/PRESIDENT				40.0			
	C.O.O.				39.5			
	VICE PRESIDENT	$ 38.8	$ 5.2	$ 44.0				
	EXEC. V.P.				37.0			
	SENIOR V.P.	35.0	0.0	35.0				
	BOARD OF DIR.	32.9	5.5	38.4		$ 33.9	$ 39.9	$ 45.8
	GROUP EXEC.				29.1			
	VICE PRESIDENT	29.0	5.5	34.5		31.0	39.0	48.0
	EXEC. V.P.				28.6	20.0	27.5	35.0
	EXEC. V.P.	25.0	5.0	30.0				
	VICE PRESIDENT				25.0			
	NO IN POSITION: 13							
$ 165.9	WEIGHTED GROUP AVG:	$ 32.1	$ 4.3	$ 36.4	$ 35.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$99.9	C.O.O.				$ 38.3	$ 34.0	$ 36.2	$ 38.3
AND BELOW					37.5			
	CEO/PRESIDENT	$ 34.3	$ 8.5	$ 42.8		35.0	48.5	65.0
	CEO/PRESIDENT	32.8	3.8	36.6				
	EXEC. V.P.				27.3			
	CEO/PRESIDENT	26.0	2.9	28.9				
	NO IN POSITION:	6						
$ 86.7	WEIGHTED GROUP AVG:	$ 31.0	$ 5.1	$ 36.1	$ 34.4			
	NO IN POSITION:	68						
$ 1275.3	POSITION AVERAGE:	$ 54.5	$ 11.2	$ 65.7	$ 45.6			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.87	1.15
Bonus Co's Total Comp	------	0.82	1.19
Nonbonus Co's Salary	-·-·-·	0.69	1.19

SURVEY POSITION #8 - TOP DATA PROCESSING
EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0		$175.0	$ 0.0	$175.0				
AND ABOVE		160.0	15.0	175.0		$ 97.0	$126.0	$155.0
	EXEC. V.P.	110.0	23.3	133.3				
	CEO/PRESIDENT	76.7	0.0	76.7				
	CEO/PRESIDENT				$ 72.5			
	SENIOR V.P.				66.0			
	GROUP EXEC.	64.0	7.9	71.9				
	VICE PRESIDENT	63.2	4.0	67.2		46.9	59.0	71.0
	C.O.O.				45.8			
	NO IN POSITION:	9						
$ 4168.5	WEIGHTED GROUP AVG:	$108.1	$ 8.3	$116.5	$ 61.4			

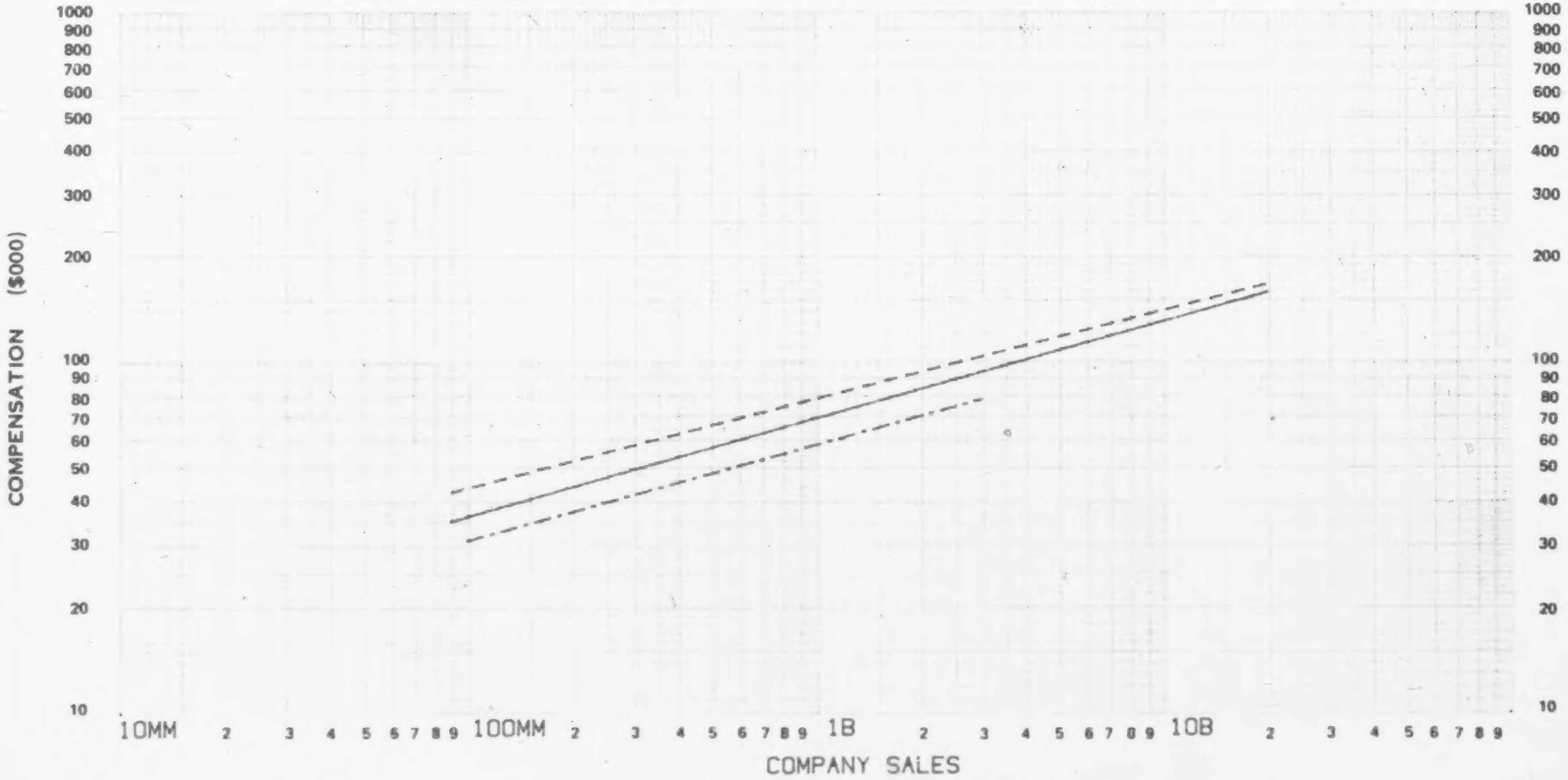
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 72.7	$ 49.0	$121.7		$ 60.0	$ 75.0	$ 90.0
TO	CEO/PRESIDENT				$ 71.5			
$500.0	CEO/PRESIDENT	70.0	7.8	77.8		64.0	80.0	96.0
	GROUP EXEC.	68.5	25.9	94.4		54.6	67.0	79.2
	CEO/PRESIDENT				65.0			
	SENIOR V.P.	63.5	14.2	77.7		57.5	71.9	86.2
	CEO/PRESIDENT				60.0	61.7	74.0	88.8
	EXEC. V.P.				57.0			
	VICE PRESIDENT	55.0	0.0	55.0				
	CEO/PRESIDENT	55.0	0.0	55.0		48.6	59.7	70.7
	CEO/PRESIDENT				42.2	32.0	40.0	48.0
	CEO/PRESIDENT	41.8	1.1	42.9		34.0	45.3	56.6
	SENIOR V.P.	39.9	0.0	39.9				
	CEO/PRESIDENT	35.0	39.0	74.0				
	NO IN POSITION: 14							
$ 651.6	WEIGHTED GROUP AVG:	$ 55.7	$ 15.2	$ 70.9	$ 59.1			
$499.9	CEO/PRESIDENT	$114.0	$ 0.0	$114.0				
TO	CEO/PRESIDENT				$ 58.4	$ 40.0	$ 50.0	$ 60.0
$250.0	CEO/PRESIDENT	55.0	13.3	68.3		42.5	53.1	67.4
	C.O.O.	52.0	5.4	57.4		42.0	50.6	59.2
	CEO/PRESIDENT	50.5	3.3	53.8		36.1	46.8	57.5
	BOARD OF DIR.	45.0	0.0	45.0				
	EXEC. V.P.	44.5	8.4	52.9				
	C.O.O.				41.0			
	C.O.O.				40.0			
	GROUP EXEC.				25.3	26.3	28.9	30.2
	NO IN POSITION: 10							
$ 368.1	WEIGHTED GROUP AVG:	$ 60.2	$ 5.0	$ 65.2	$ 41.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	CEO/PRESIDENT	$ 57.8	$ 17.3	$ 75.1		$ 42.0	$ 58.5	$ 70.0
	C.O.O.				$ 45.2			
	EXEC. V.P.	39.0	5.5	44.5				
	CEO/PRESIDENT				38.3			
	C.O.O.	35.0	0.0	35.0				
	VICE PRESIDENT				34.0			
	C.O.O.				34.0			
	CEO/PRESIDENT				31.2	25.0	32.5	40.0
	NO IN POSITION: 8							
$ 160.4	WEIGHTED GROUP AVG:	$ 43.9	$ 7.6	$ 51.5	$ 36.5			
	NO IN POSITION: 41							
$ 1258.6	POSITION AVERAGE:	$ 68.5	$ 10.0	$ 78.5	$ 48.7			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.57	1.34
Bonus Co's Total Comp	- - - - - -	0.46	1.40
Nonbonus Co's Salary	-·-·-·	0.52	1.25



SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE

W. LABOR RELATIONS

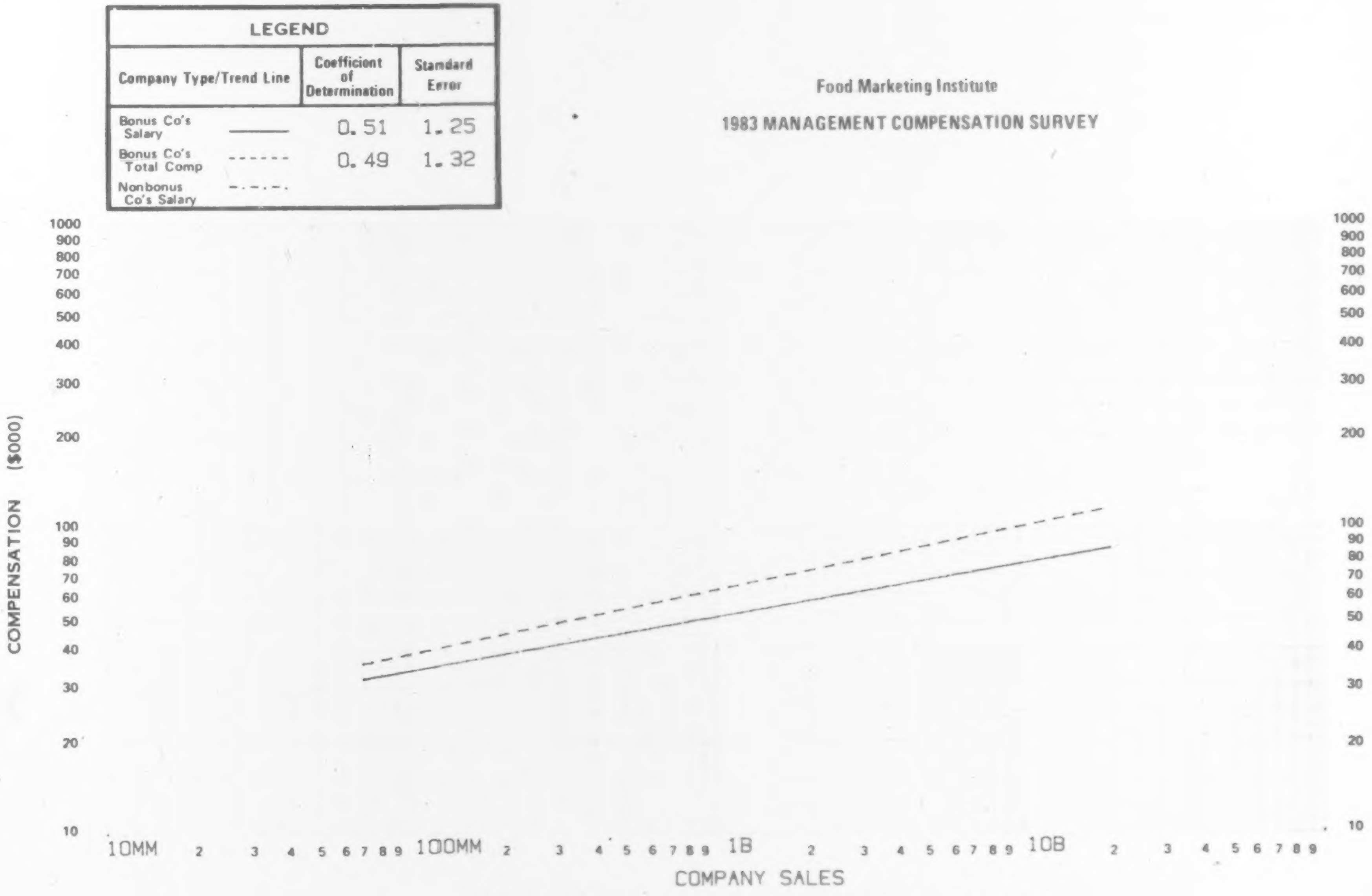
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	C.O.O.	$112.0	$ 45.7	$157.7		$ 89.0	$109.0	$134.0
	VICE PRESIDENT	78.7	36.6	115.3		73.0	91.3	109.5
	CEO/PRESIDENT	76.0	14.7	90.7		63.2	79.0	94.8
	GROUP EXEC.	75.6	18.8	94.4		64.6	80.7	96.8
	CEO/PRESIDENT	71.0	9.8	80.8		69.4	86.8	104.1
	GROUP EXEC.	47.2	12.8	60.0				
	NO IN POSITION:	6						
$ 4514.9	WEIGHTED GROUP AVG:	$ 76.8	$ 23.0	$ 99.8				
$1999.9 TO $1000.0	C.O.O.	$ 61.8	$ 55.2	$117.0				
	SENIOR V.P.	60.0	0.0	60.0		$ 46.2	$ 58.5	$ 70.7
	SENIOR V.P.	50.5	7.0	57.5		41.0	48.5	56.0
	EXEC. V.P.	50.0	16.6	66.6				
	CEO/PRESIDENT	49.6	19.6	69.2				
		38.5	3.5	42.0				
	NO IN POSITION:	6						
$ 1191.8	WEIGHTED GROUP AVG:	$ 51.7	$ 17.0	$ 68.7				

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	C.O.O.	$ 70.9	$ 13.4	$ 84.3		$ 58.3	$ 72.8	$ 87.4
TO	VICE PRESIDENT	52.1	4.6	56.7		31.1	37.1	43.1
$500.0		45.0	22.0	67.0				
	VICE PRESIDENT				$ 37.6	30.6	38.1	45.7
	GROUP EXEC.	37.5	5.8	43.3		32.2	39.5	46.7
	SENIOR V.P.	36.0	4.8	40.8				
	NO IN POSITION:	6						
$ 644.2	WEIGHTED GROUP AVG:	$ 48.3	$ 10.1	$ 58.4	$ 37.6			
$499.9	C.O.O.	$ 39.5	$ 4.2	$ 43.7		$ 32.7	$ 39.1	$ 45.5
TO	EXEC. V.P.	38.1	1.0	39.1				
$250.0	CEO/PRESIDENT	31.3	10.5	41.8				
	VICE PRESIDENT	22.7	3.2	25.9				
	NO IN POSITION:	4						
$ 312.5	WEIGHTED GROUP AVG:	$ 32.9	$ 4.7	$ 37.6				
$249.9	C.O.O.	$ 72.0	$ 16.0	$ 88.0		$ 53.0	$ 68.0	$ 83.0
AND BELOW	CEO/PRESIDENT				$ 60.0			
	C.O.O.	44.0	12.0	56.0				
	BOARD OF DIR.	43.2	6.3	49.5		44.1	51.8	59.6
	CEO/PRESIDENT	40.0	4.0	44.0				
	CEO/PRESIDENT				38.5			
	C.O.O.				35.1	32.2	33.7	35.1
	CEO/PRESIDENT	34.4	5.5	39.9				
	CEO/PRESIDENT				34.0			
	CEO/PRESIDENT	33.8	1.0	34.8				
	CEO/PRESIDENT				29.9			
	NO IN POSITION:	11						
$ 133.1	WEIGHTED GROUP AVG:	$ 44.6	$ 7.4	$ 52.0	$ 39.5			
	NO IN POSITION:	33						
$ 1236.9	POSITION AVERAGE:	$ 52.3	$ 13.1	$ 65.4	$ 39.2			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.51	1.25
Bonus Co's Total Comp	------	0.49	1.32
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

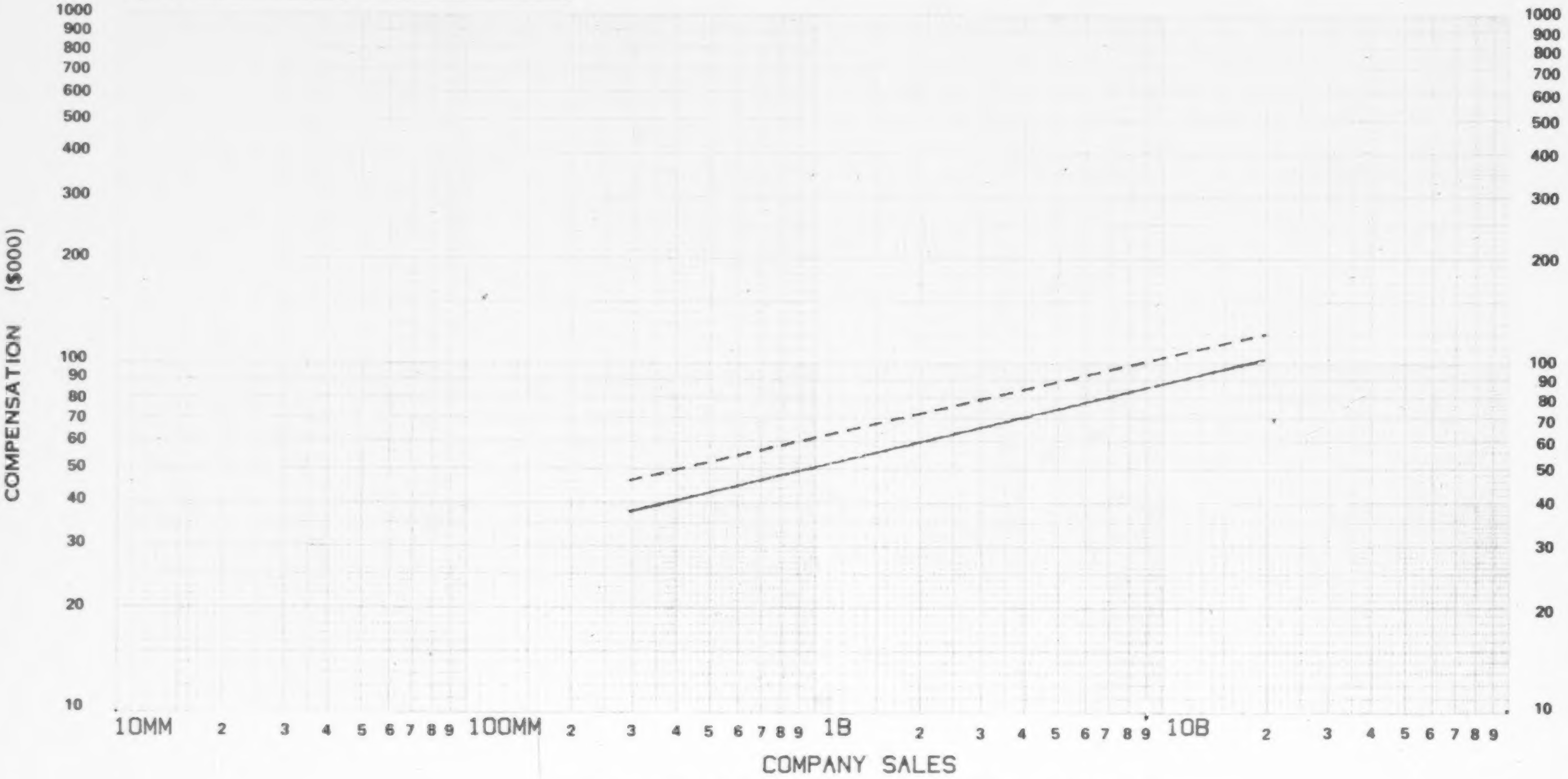
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$100.0	$ 0.0	$100.0				
	C.O.O.	100.0	34.8	134.8		$ 73.0	$ 91.3	$109.5
	CEO/PRESIDENT	90.5	26.0	116.5		76.8	96.1	115.3
		85.0	0.0	85.0				
	EXEC. V.P.	84.5	22.0	106.5		72.6	90.7	108.8
	C.O.O.	65.4	42.8	108.2				
	GROUP EXEC.	65.0	20.2	85.2		44.0	57.0	70.0
	SENIOR V.P.	65.0	6.5	71.5				
	CEO/PRESIDENT	62.0	8.7	70.7		47.0	58.7	70.4
	VICE PRESIDENT				$ 50.0			
	GROUP EXEC.	47.5	0.0	47.5				
	GROUP EXEC.	47.2	12.8	60.0				
	ASST. V.P./DIR				33.2	28.6	35.8	43.0
	NO IN POSITION: 13							
$ 4322.5	WEIGHTED GROUP AVG:	$ 73.8	$ 15.8	$ 89.6	$ 41.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 90.0	$ 16.6	$106.6				
AND BELOW	VICE PRESIDENT	61.0	28.0	89.0		$ 44.0	$ 55.0	$ 66.0
	SENIOR V.P.	45.0	0.8	45.8		37.8	47.2	56.6
					$ 43.5	29.6	36.9	44.3
	SENIOR V.P.				43.0			
	GROUP EXEC.	37.5	6.1	43.6		32.2	39.5	46.7
	VICE PRESIDENT	31.5	2.0	33.5		22.9	30.4	37.8
	VICE PRESIDENT				30.0			
	NO IN POSITION: 8							
$ 539.4	WEIGHTED GROUP AVG:	$ 53.0	$ 10.7	$ 63.7	$ 38.8			
	NO IN POSITION: 21							
$ 2881.3	POSITION AVERAGE:	$ 67.3	$ 14.2	$ 81.5	$ 39.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.61	1.25
Bonus Co's Total Comp	------	0.37	1.41
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	SENIOR V.P.	$ 73.0	$ 7.3	$ 80.3				
		72.5	0.0	72.5				
	VICE PRESIDENT	64.6	8.4	73.0		$ 44.9	$ 56.1	$ 67.4
	VICE PRESIDENT	58.8	5.6	64.4		37.7	47.1	56.6
	VICE PRESIDENT	53.0	6.8	59.8		50.7	63.4	76.1
	ASST. V.P./DIR	50.0	11.2	61.2		46.5	58.1	69.7
	VICE PRESIDENT				$ 31.2			
	NO IN POSITION: 7							
$ 6610.0	WEIGHTED GROUP AVG:	$ 62.0	$ 6.5	$ 68.5	$ 31.2			
$1999.9 TO $1000.0	CEO/PRESIDENT	$ 53.7	$ 6.9	$ 60.6				
	SENIOR V.P.	51.0	0.0	51.0		$ 42.0	$ 53.2	$ 64.3
	VICE PRESIDENT	50.0	16.6	66.6				
		42.1	2.2	44.3				
	ASST. V.P./DIR	41.1	1.6	42.7		33.8	41.5	48.9
	MANAGER				$ 40.0	35.1	39.0	42.9
	VICE PRESIDENT	40.0	2.8	42.8		33.2	43.2	53.2
	VICE PRESIDENT				38.0			
	ASST. V.P./DIR				36.5	32.4	39.7	47.0
	NO IN POSITION: 9							
$ 1250.1	WEIGHTED GROUP AVG:	$ 46.3	$ 5.0	$ 51.3	$ 38.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

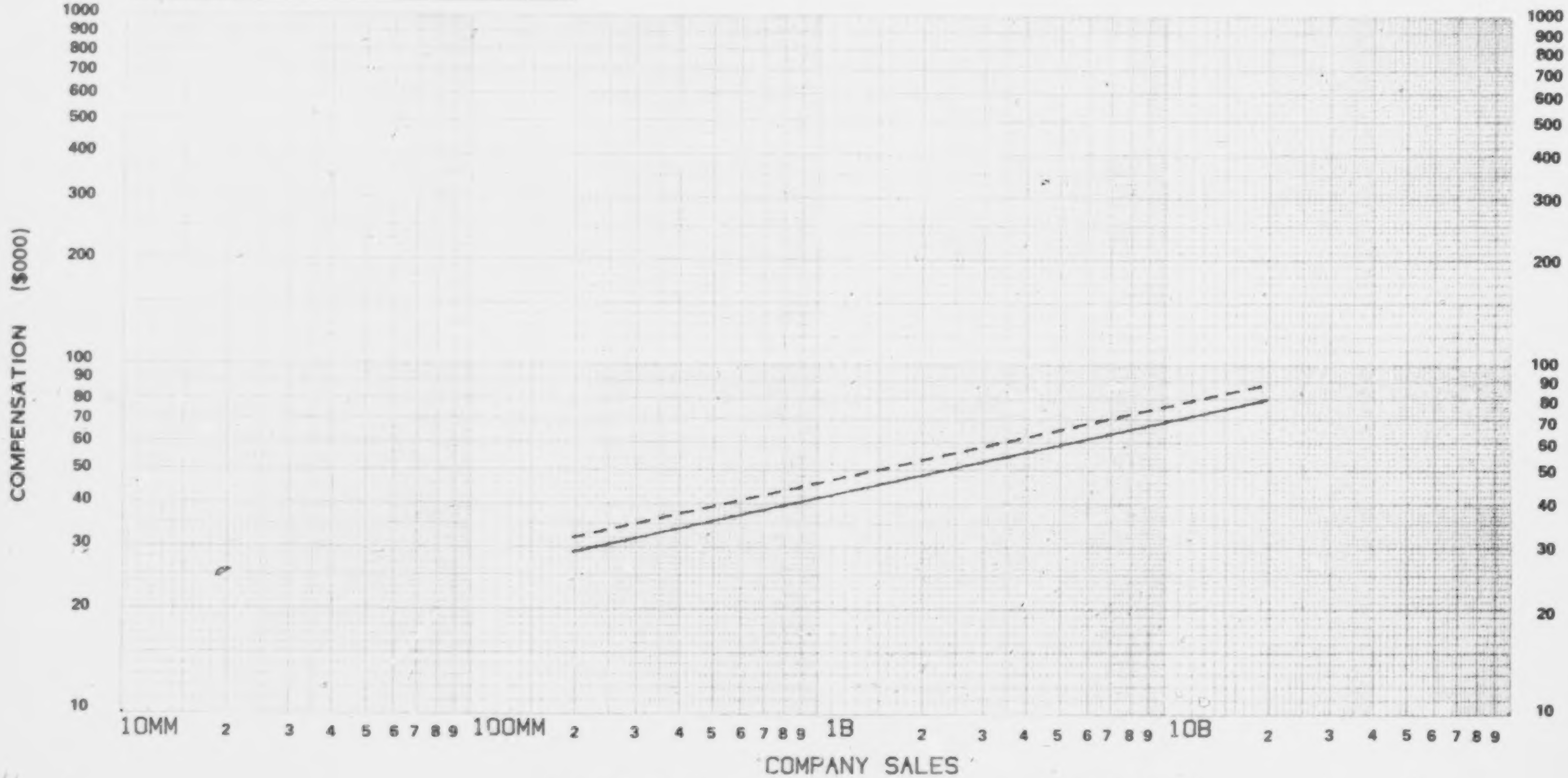
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	VICE PRESIDENT	$ 48.2	$ 11.0	$ 59.2		$ 38.0	$ 48.5	$ 59.0
TO	VICE PRESIDENT				$ 47.2	37.6	46.1	54.5
$500.0	VICE PRESIDENT	35.1	2.5	37.6		31.9	39.9	47.9
	VICE PRESIDENT	34.0	4.8	38.8				
	VICE PRESIDENT				30.3	23.6	31.5	39.3
	VICE PRESIDENT	30.0	3.9	33.9		24.4	29.9	35.3
	VICE PRESIDENT				30.0	42.8	51.4	61.7
					28.7	22.9	29.0	33.2
	CEO/PRESIDENT				27.4	22.4	28.0	33.6
	DIV. V.P./MGR.	27.2	0.0	27.2		26.1	30.6	35.8
	NO IN POSITION: 11							
$ 649.0	WEIGHTED GROUP AVG:	$ 33.6	$ 3.7	$ 37.3	$ 32.7			
$499.9	SENIOR V.P.				$ 57.0			
AND BELOW	GROUP EXEC.	$ 41.7	$ 2.0	$ 43.7		$ 40.3	$ 41.9	$ 44.5
	VICE PRESIDENT	38.7	5.4	44.1		27.7	34.7	42.9
	VICE PRESIDENT				35.4			
	VICE PRESIDENT				33.7	25.0	32.5	40.0
	VICE PRESIDENT	29.1	4.1	33.2				
	VICE PRESIDENT	18.2	0.4	18.6				
	NO IN POSITION: 7							
$ 330.7	WEIGHTED GROUP AVG:	$ 31.9	$ 3.0	$ 34.9	$ 42.0			
	NO IN POSITION: 34							
$ 1969.8	POSITION AVERAGE:	$ 44.5	$ 4.7	$ 49.2	$ 36.3			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.55	1.23
Bonus Co's Total Comp	------	0.50	1.30
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$160.0	$ 64.0	$224.0				
	BOARD OF DIR.	156.0	50.6	206.6		$103.7	$129.6	$155.5
	C.O.O.	107.0	48.4	155.4		96.8	121.0	145.2
	GROUP EXEC.	82.9	17.7	100.6		64.6	80.7	96.8
	EXEC. V.P.	82.0	32.4	114.4		68.0	87.0	106.0
		68.5	0.0	68.5				
	GROUP EXEC.	51.5	0.0	51.5				
	NO IN POSITION:	7						
$ 6577.7	WEIGHTED GROUP AVG:	$101.1	$ 30.5	$131.6				
$1999.9 TO $1000.0	C.O.O.	$112.5	$ 14.0	$126.5				
	EXEC. V.P.	101.0	0.0	101.0				
	CEO/PRESIDENT	95.0	22.5	117.5		$ 70.0	$ 80.0	$ 90.0
	CEO/PRESIDENT				$ 84.0			
	SENIOR V.P.	75.4	17.2	92.6		39.9	51.9	63.9
	C.O.O.	60.2	55.3	115.5				
	C.O.O.	59.4	5.1	64.5				
	C.O.O.				53.1			
	C.O.O.	47.5	8.0	55.5				
	SENIOR V.P.	43.0	14.3	57.3				
	NO IN POSITION:	11						
$ 1281.8	WEIGHTED GROUP AVG:	$ 77.2	$ 15.2	$ 92.4	$ 68.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

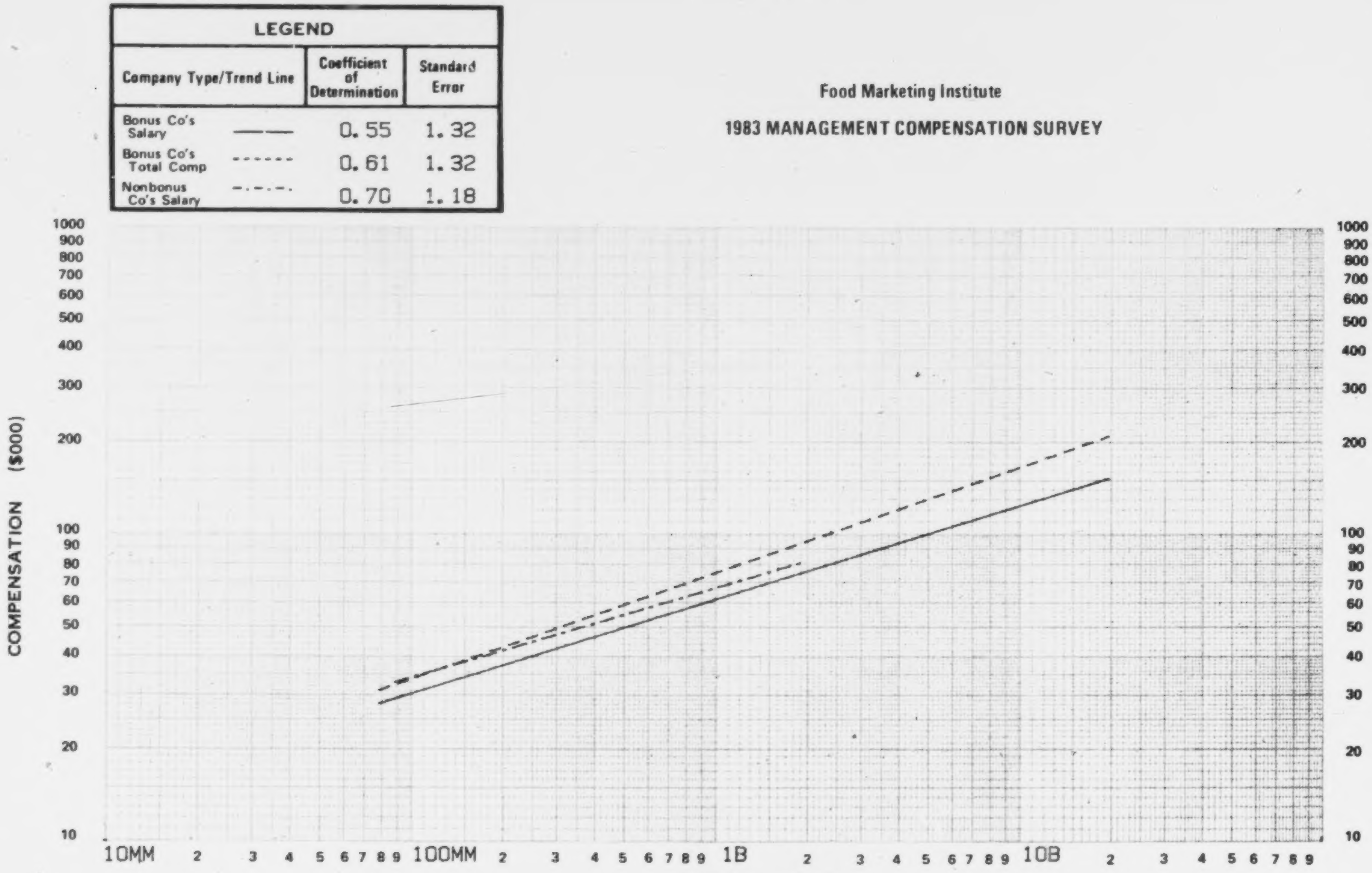
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 80.0	$ 9.0	$ 89.0		$ 62.3	$ 77.9	$ 93.5
TO	BOARD OF DIR.				$ 78.0			
$500.0	CEO/PRESIDENT	77.5	18.8	96.3		59.8	74.8	89.8
	C.O.O.	69.0	12.0	81.0		50.0	65.0	80.0
	CEO/PRESIDENT				65.0	61.7	74.0	88.8
	GROUP EXEC.	64.5	25.4	89.9		47.5	58.3	68.9
	CEO/PRESIDENT	55.0	0.0	55.0				
	SENIOR V.P.	55.0	10.0	65.0				
	C.O.O.	53.0	16.2	69.2		52.1	65.1	78.2
	GROUP EXEC.	50.0	8.5	58.5		37.1	45.5	53.8
	CEO/PRESIDENT				44.0	32.0	40.0	48.0
	CEO/PRESIDENT	44.0	2.6	46.6		43.2	53.6	64.0
		41.0	22.0	63.0				
	CEO/PRESIDENT	40.5	1.0	41.5		30.2	40.3	50.4
	CEO/PRESIDENT	30.0	35.0	65.0				
	NO IN POSITION:	15						
$ 649.9	WEIGHTED GROUP AVG:	$ 55.0	$ 13.3	$ 68.3	$ 62.3			
$499.9	CEO/PRESIDENT	$ 65.0	$ 0.0	$ 65.0				
TO	EXEC. V.P.	62.0	1.6	63.6				
$250.0	C.O.O.	60.0	8.4	68.4		$ 44.0	$ 57.0	$ 70.0
	CEO/PRESIDENT	54.0	10.8	64.8		36.6	45.8	57.7
	EXEC. V.P.				$ 52.0			
					45.3	43.7	45.9	46.8
	SENIOR V.P.	40.0	0.0	40.0				
	CEO/PRESIDENT	37.8	3.0	40.8		25.0	33.0	40.9
	EXEC. V.P.	32.8	4.6	37.4				
	C.O.O.	29.7	7.0	36.7				
	NO IN POSITION:	10						
$ 349.1	WEIGHTED GROUP AVG:	$ 47.7	$ 4.4	$ 52.1	$ 48.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT				$ 57.2			
AND BELOW	C.O.O.				41.8			
	EXEC. V.P.	$ 40.2	$ 8.0	$ 48.2				
	CEO/PRESIDENT				39.1			
	VICE PRESIDENT				38.3			
	VICE PRESIDENT	37.1	5.0	42.1		$ 39.0	$ 49.0	$ 59.0
	VICE PRESIDENT				35.3			
	C.O.O.				35.1	32.2	33.7	35.1
	CEO/PRESIDENT				33.8	25.0	32.5	40.0
	CEO/PRESIDENT	29.0	3.2	32.2				
	NO IN POSITION: 10							
$ 164.8	WEIGHTED GROUP AVG:	$ 35.4	$ 5.4	$ 40.8	$ 40.1			
	NO IN POSITION: 53							
$ 1415.7	POSITION AVERAGE:	$ 65.4	$ 14.4	$ 79.8	$ 50.1			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.55	1.32
Bonus Co's Total Comp	------	0.61	1.32
Nonbonus Co's Salary	-.-.-.	0.70	1.18

SURVEY POSITION #13 - TOP DISTRIBUTION EXECUTIVE

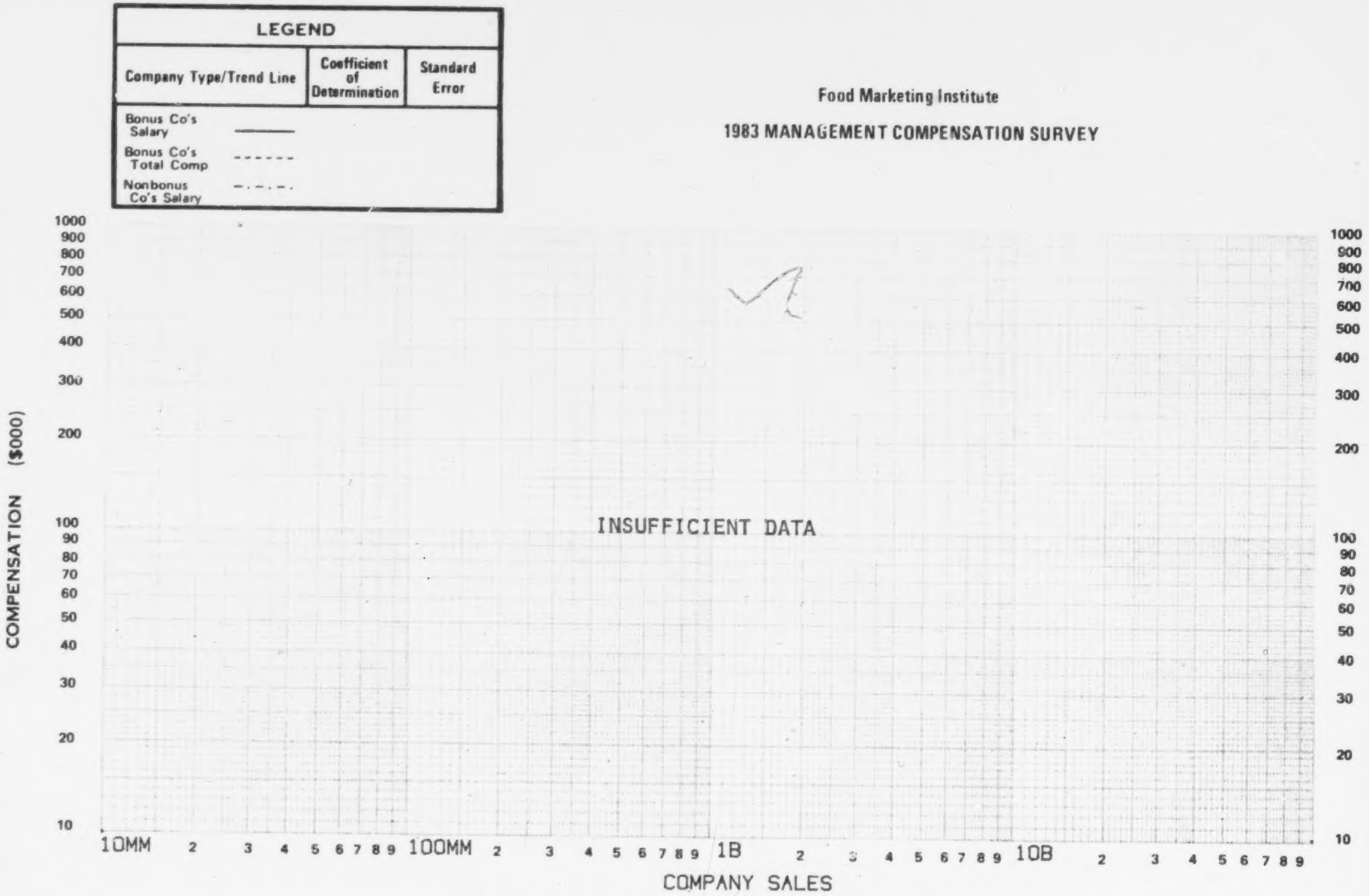
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20000.0		$175.0	$ 15.0	$190.0		$ 97.0	$126.0	$155.0
TO		162.5	0.0	162.5				
$1000.0	CEO/PRESIDENT	155.0	41.3	196.3		133.8	167.2	200.6
	CEO/PRESIDENT	86.0	16.2	102.2		81.0	101.2	121.5
	C.O.O.				$ 69.9			
	NO IN POSITION: 5							
$ 7617.9	WEIGHTED GROUP AVG:	$144.6	$ 18.2	$162.8	$ 69.9			
$999.9	CEO/PRESIDENT	$ 56.0	$ 28.0	$ 84.0		$ 51.5	$ 64.1	$ 76.7
AND BELOW	CEO/PRESIDENT	50.0	13.0	63.0		42.5	53.1	67.4
	C.O.O.	45.0	20.0	65.0				
					$ 39.2	35.6	40.3	41.6
	CEO/PRESIDENT				38.2			
	EXEC. V.P.				35.7			
	BOARD OF DIR.	33.4	5.5	38.9		33.2	39.1	45.0
	NO IN POSITION: 8							
$ 272.1	WEIGHTED GROUP AVG:	$ 46.1	$ 16.6	$ 62.7	$ 37.8			
	NO IN POSITION: 13							
$ 3097.4	POSITION AVERAGE:	$ 95.4	$ 17.3	$112.7	$ 44.2			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

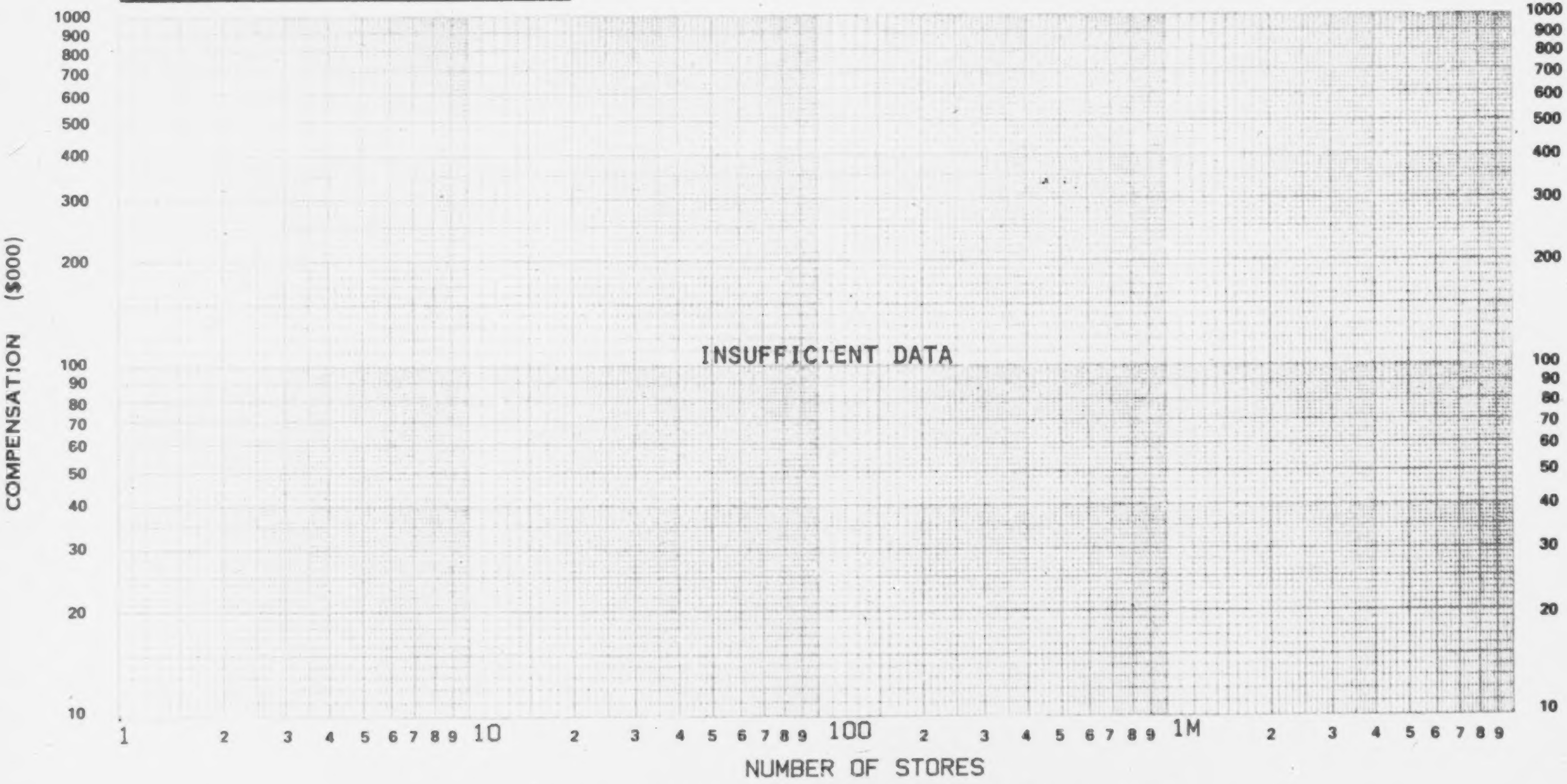
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100		$175.0	$ 15.0	$190.0		$ 97.0	$126.0	$155.0
AND ABOVE		162.5	0.0	162.5				
	CEO/PRESIDENT	155.0	41.3	196.3		133.8	167.2	200.6
	CEO/PRESIDENT	86.0	16.2	102.2		81.0	101.2	121.5
	NO IN POSITION:	4						
1279.5	WEIGHTED GROUP AVG:	$144.6	$ 18.2	$162.8				
100	C.O.O.				$ 69.9			
AND BELOW	CEO/PRESIDENT	$ 56.0	$ 28.0	$ 84.0		$ 51.5	$ 64.1	$ 76.7
	CEO/PRESIDENT	50.0	13.0	63.0		42.5	53.1	67.4
	C.O.O.	45.0	20.0	65.0				
					39.2	35.6	40.3	41.6
	CEO/PRESIDENT				38.2			
	EXEC. V.P.				35.7			
	BOARD OF DIR.	33.4	5.5	38.9		33.2	39.1	45.0
	NO IN POSITION:	9						
47.1	WEIGHTED GROUP AVG:	$ 46.1	$ 16.6	$ 62.7	$ 44.2			
	NO IN POSITION:	13						
426.3	POSITION AVERAGE:	$ 95.4	$ 17.3	$112.7	$ 44.2			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp. ------		
Nonbonus Co's Salary -.-.-.		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	GROUP EXEC.	$ 82.0	$ 18.8	$100.8		$ 64.6	$ 80.7	$ 96.8
	EXEC. V.P.	80.0	12.0	92.0				
	C.O.O.	75.0	45.0	120.0				
	EXEC. V.P.	70.5	22.9	93.4		50.0	65.0	80.0
	C.O.O.				$ 68.2			
	CEO/PRESIDENT				65.0			
	VICE PRESIDENT	62.5	0.0	62.5		42.0	53.2	64.3
	GROUP EXEC.	59.0	18.5	77.5				
	C.O.O.	55.1	14.6	69.7				
	EXEC. V.P.				50.0			
	VICE PRESIDENT				48.5	41.4	50.7	60.0
		40.3	2.5	42.8				
	NO IN POSITION:	12						
$ 2659.9	WEIGHTED GROUP AVG:	$ 65.6	$ 16.7	$ 82.3	$ 57.9			

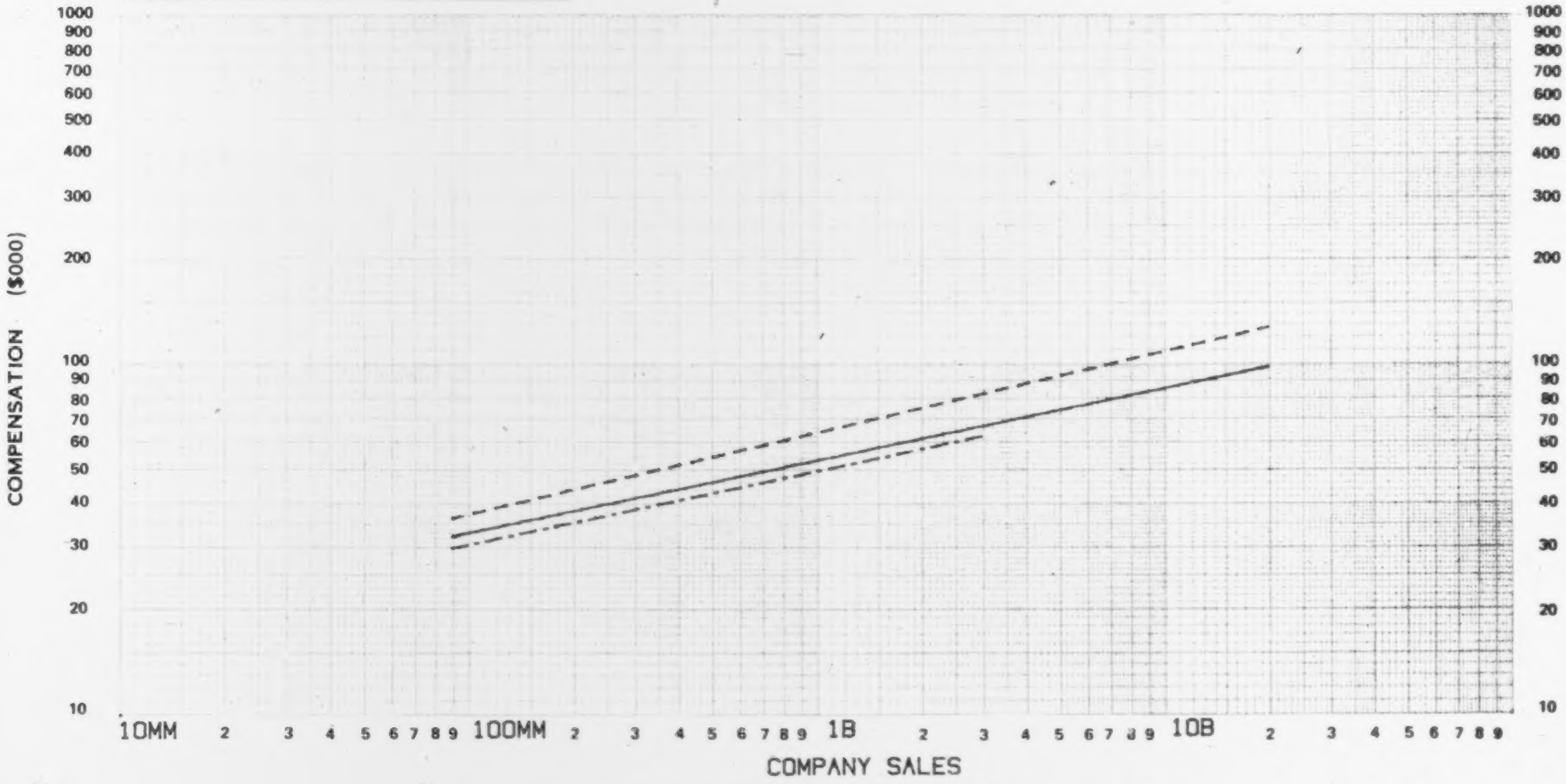
FOOD MARKETING INSTITUTE
✓ 1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	SENIOR V.P.	$ 48.7	$ 12.3	$ 61.0		$ 38.0	$ 48.5	$ 59.0
TO	BOARD OF DIR.				$ 47.0			
$500.0	GROUP EXEC.				46.5	41.3	50.8	60.0
	CEO/PRESIDENT	46.4	0.0	46.4		48.6	60.7	73.8
	VICE PRESIDENT				45.7	30.0	42.9	55.8
	EXEC. V.P.	41.8	0.0	41.8		43.4	52.9	62.5
	VICE PRESIDENT	40.5	5.0	45.5		33.3	44.4	55.5
	SENIOR V.P.				39.0	31.2	38.4	45.6
	VICE PRESIDENT	38.5	5.3	43.8				
	CEO/PRESIDENT	35.0	45.0	80.0				
	NO IN POSITION: 10							
$ 610.0	WEIGHTED GROUP AVG:	$ 41.8	$ 11.3	$ 53.1	$ 44.6			
$499.9	CEO/PRESIDENT	$ 64.0	$ 0.0	$ 64.0				
TO	C.O.O.	52.0	5.0	57.0		$ 38.0	$ 48.0	$ 58.0
$150.0	C.O.O.	48.0	6.0	54.0		36.2	43.4	50.6
					$ 45.1	43.4	44.7	46.0
	VICE PRESIDENT	44.0	3.7	47.7		34.4	41.2	48.0
	CEO/PRESIDENT				41.0			
	CEO/PRESIDENT	39.7	7.5	47.2				
	C.O.O.				36.9			
	VICE PRESIDENT	35.7	2.2	37.9		25.0	33.0	40.9
	C.O.O.				35.6			
	C.O.O.				34.8			
	C.O.O.	33.9	8.0	41.9				
	VICE PRESIDENT				30.0	30.0	35.0	40.0
	GROUP EXEC.				27.0			
	NO IN POSITION: 14							
$ 289.2	WEIGHTED GROUP AVG:	$ 45.3	$ 4.7	$ 50.0	$ 35.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$149.9 AND BELOW	C.O.O.				$120.0	$ 75.0	$100.0	$125.0
	SENIOR V.P.	$ 40.0	$ 0.0	$ 40.0				
	CEO/PRESIDENT	34.5	8.6	43.1		28.0	35.0	45.8
	CEO/PRESIDENT	27.1	4.4	31.5				
	NO IN POSITION: 4							
$ 100.1	WEIGHTED GROUP AVG:	$ 33.9	$ 4.3	$ 38.2	$120.0			
	NO IN POSITION: 40							
$ 1061.7	POSITION AVERAGE:	$ 49.8	$ 10.3	$ 60.1	$ 48.8			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.64	1.20
Bonus Co's Total Comp	------	0.59	1.26
Nonbonus Co's Salary	-.-.-.	0.51	1.20



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
100	GROUP EXEC.	$ 82.0	$ 18.8	$100.8		$ 64.6	$ 80.7	$ 96.8
AND ABOVE	EXEC. V.P.	80.0	12.0	92.0				
	EXEC. V.P.	70.5	22.9	93.4		50.0	65.0	80.0
	C.O.O.				$ 68.2			
	CEO/PRESIDENT				65.0			
	GROUP EXEC.	59.0	18.5	77.5				
	C.O.O.	55.1	14.6	69.7				
	VICE PRESIDENT				48.5	41.4	50.7	60.0
	EXEC. V.P.	41.8	0.0	41.8		43.4	52.9	62.5
	NO IN POSITION:	9						
374.7	WEIGHTED GROUP AVG:	$ 64.7	$ 14.5	$ 79.2	$ 60.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

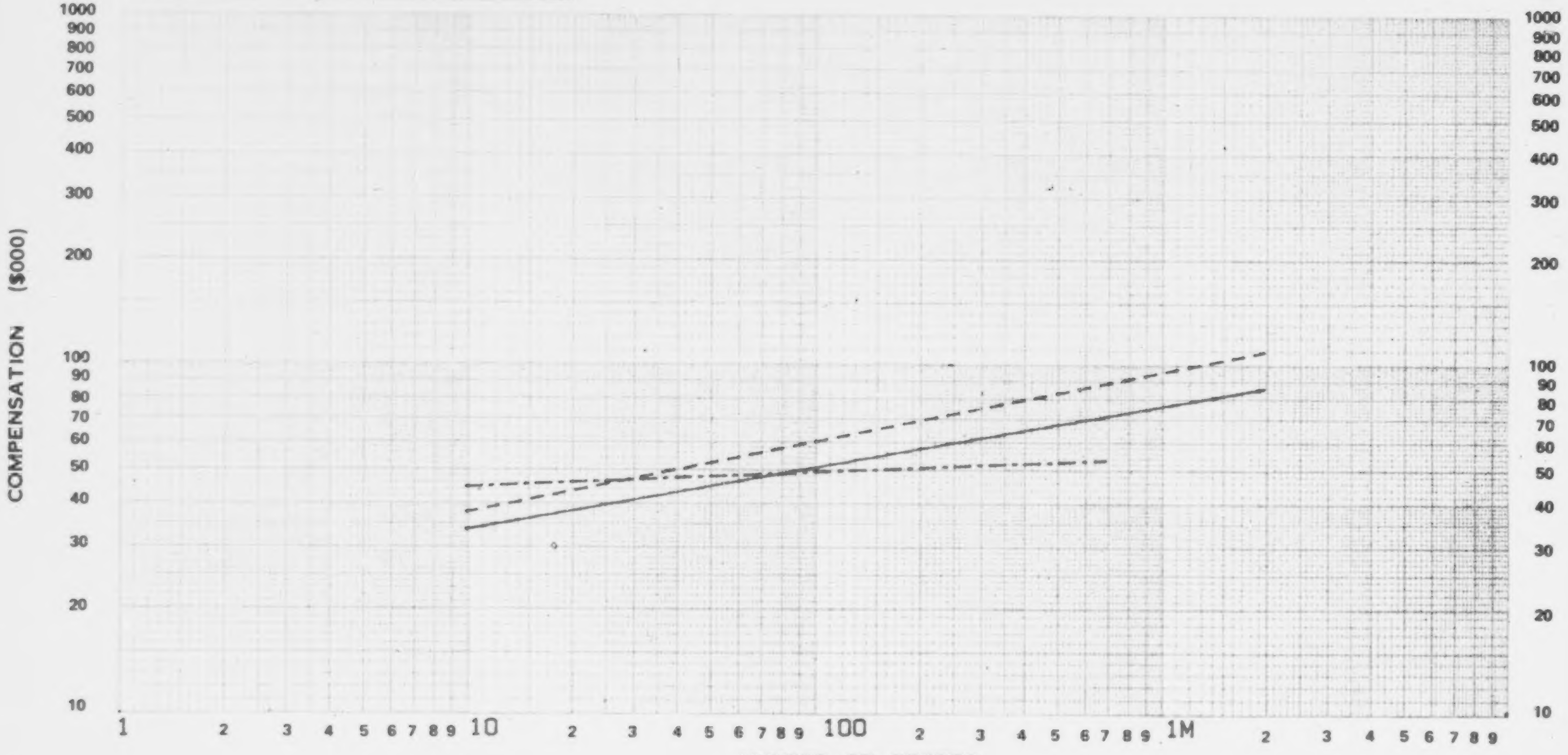
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
99	CEO/PRESIDENT	$ 64.0	$ 0.0	$ 64.0				
TO	VICE PRESIDENT	62.5	0.0	62.5		$ 42.0	$ 53.2	$ 64.3
50	EXEC. V.P.				$ 50.0			
	C.O.O.	48.0	6.0	54.0		36.2	43.4	50.6
	BOARD OF DIR.				47.0			
	GROUP EXEC.				46.5	41.3	50.8	60.0
	CEO/PRESIDENT	46.4	0.0	46.4		48.6	60.7	73.8
	VICE PRESIDENT				45.7	30.0	42.9	55.8
					45.1	43.4	44.7	46.0
	VICE PRESIDENT	40.5	5.0	45.5		33.3	44.4	55.5
	CEO/PRESIDENT	39.7	7.5	47.2				
	CEO/PRESIDENT	35.0	45.0	80.0				
	GROUP EXEC.				27.0			
	NO IN POSITION: 13							
74.5	WEIGHTED GROUP AVG:	$ 48.0	$ 9.1	$ 57.1	$ 43.5			
49	SENIOR V.P.	$ 48.7	$ 12.3	$ 61.0		$ 38.0	$ 48.5	$ 59.0
TO	VICE PRESIDENT	44.0	3.7	47.7		34.4	41.2	48.0
25	SENIOR V.P.				$ 39.0	31.2	38.4	45.6
	C.O.O.				36.9			
	VICE PRESIDENT	35.7	2.2	37.9		25.0	33.0	40.9
	C.O.O.				35.6			
	VICE PRESIDENT				30.0	30.0	35.0	40.0
	CEO/PRESIDENT	27.1	4.4	31.5				
	NO IN POSITION: 8							
36.5	WEIGHTED GROUP AVG:	$ 38.9	$ 5.6	$ 44.5	$ 35.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
24	C.O.O.				$120.0	$ 75.0	$100.0	$125.0
AND BELOW	C.O.O.	$ 52.0	$ 5.0	$ 57.0		38.0	48.0	58.0
	CEO/PRESIDENT				41.0			
	SENIOR V.P.	40.0	0.0	40.0				
	C.O.O.				34.8			
	CEO/PRESIDENT	34.5	8.6	43.1		28.0	35.0	45.8
	C.O.O.	33.9	8.0	41.9				
	NO IN POSITION:	7						
16.4	WEIGHTED GROUP AVG:	$ 40.1	$ 5.4	$ 45.5	$ 65.3			
NO SCOPE REPORTED	C.O.O.	$ 75.0	$ 45.0	$120.0				
		40.3	2.5	42.8				
	VICE PRESIDENT	38.5	5.3	43.8				
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:	$ 51.3	$ 17.6	$ 68.9				
	NO IN POSITION:	40						
128.3	POSITION AVERAGE:	$ 49.8	$ 10.3	$ 60.1	$ 48.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.26
Bonus Co's Total Comp	------	0.48	1.27
Nonbonus Co's Salary	-.-.-.-	0.46	1.21



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

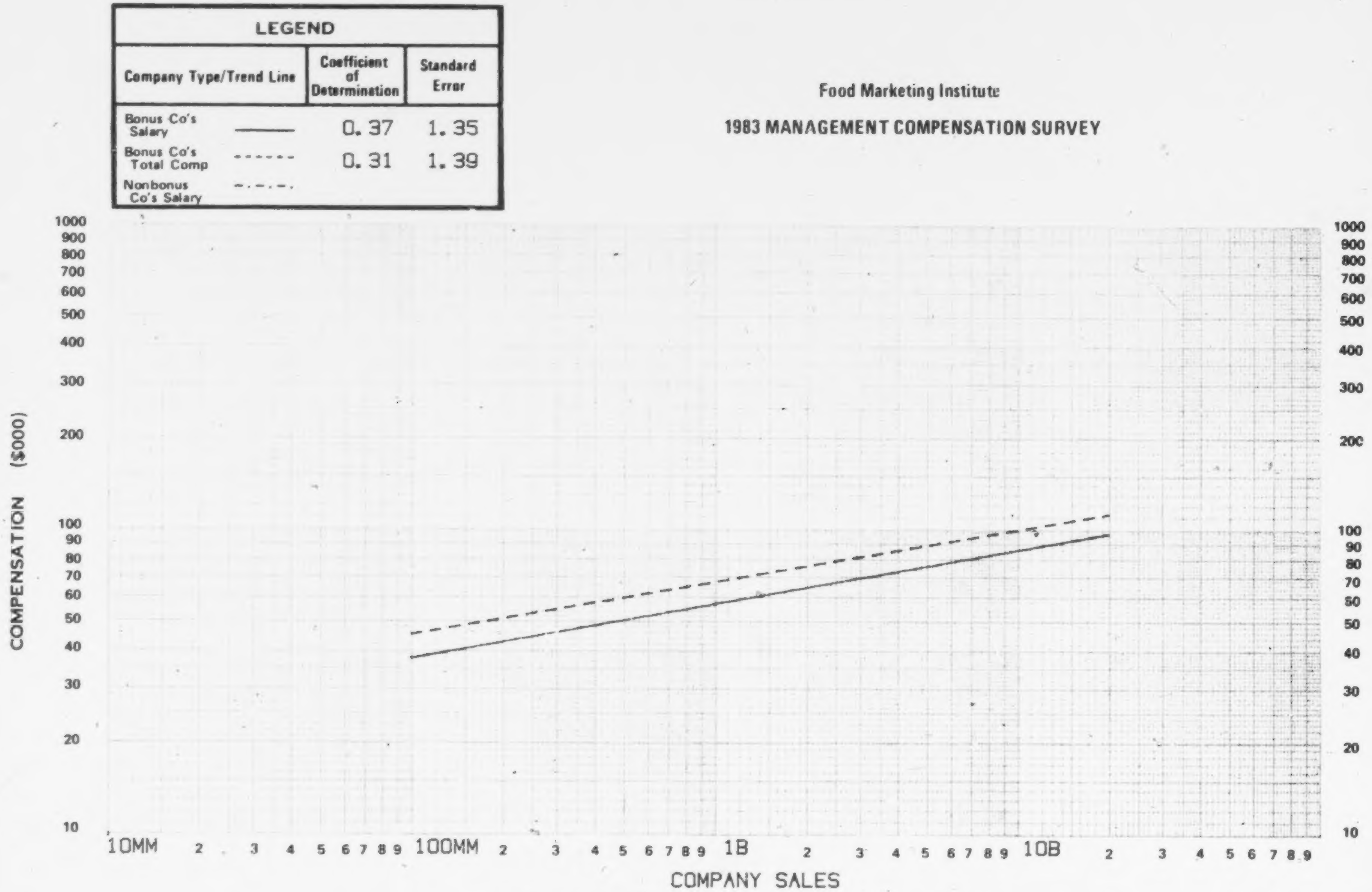
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0	EXEC. V.P.	$105.0	$ 22.2	$127.2				
AND ABOVE	SENIOR V.P.	100.0	34.7	134.7		$ 73.0	$ 91.3	$109.5
	EXEC. V.P.	95.0	0.0	95.0				
		83.0	0.0	83.0				
	EXEC. V.P.	77.5	25.1	102.6		59.0	76.0	93.0
	GROUP EXEC.	70.0	18.8	88.8		64.6	80.7	96.8
	SENIOR V.P.	60.0	15.0	75.0		55.0	65.0	75.0
	GROUP EXEC.	59.5	22.9	82.4				
	C.O.O.				$ 51.6			
	VICE PRESIDENT	50.7	4.5	55.2		39.9	51.9	63.9
	EXEC. V.P.				50.0			
	NO IN POSITION: 11							
$ 4262.2	WEIGHTED GROUP AVG:	$ 77.9	$ 15.9	$ 93.8	$ 50.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	BOARD OF DIR.				$ 90.0			
TO	EXEC. V.P.	$ 77.0	$ 0.0	$ 77.0		$ 48.6	$ 59.7	$ 70.7
$500.0	CEO/PRESIDENT				60.0			
	C.O.O.	57.5	10.5	68.0		44.0	57.0	70.0
	VICE PRESIDENT	50.0	5.1	55.1		39.6	52.8	66.0
	SENIOR V.P.				39.9	36.6	45.2	53.8
	VICE PRESIDENT	37.0	5.0	42.0				
	GROUP EXEC.				36.3	28.3	34.7	41.0
	GROUP EXEC.	32.0	1.0	33.0		28.0	34.3	40.6
	EXEC. V.P.	30.0	20.0	50.0				
	NO IN POSITION: 10							
$ 618.9	WEIGHTED GROUP AVG:	$ 47.3	$ 6.9	$ 54.2	$ 56.6			
$499.9	CEO/PRESIDENT				$ 85.0	$ 35.0	$ 50.0	$ 65.0
AND BELOW	CEO/PRESIDENT	$ 62.5	$ 11.0	$ 73.5				
	CEO/PRESIDENT	60.0	20.0	80.0		55.0	70.0	85.0
					54.6	52.0	54.6	57.2
	C.O.O.	53.0	7.5	60.5		41.0	53.0	65.0
	CEO/PRESIDENT				52.0			
	CEO/PRESIDENT	45.0	22.5	67.5				
	VICE PRESIDENT	42.0	3.4	45.4		34.4	41.2	48.0
	VICE PRESIDENT				41.6	31.2	41.6	52.0
	VICE PRESIDENT	40.5	7.0	47.5				
	CEO/PRESIDENT				37.7			
	BOARD OF DIR.	37.0	0.0	37.0				
	CEO/PRESIDENT	33.2	2.3	35.5		26.6	36.0	45.3
	C.O.O.				27.5			
	NO IN POSITION: 14							
$ 298.1	WEIGHTED GROUP AVG:	$ 46.7	$ 9.2	$ 55.9	$ 49.7			
	NO IN POSITION: 35							
$ 1635.6	POSITION AVERAGE:	$ 59.0	$ 11.3	$ 70.3	$ 52.2			



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

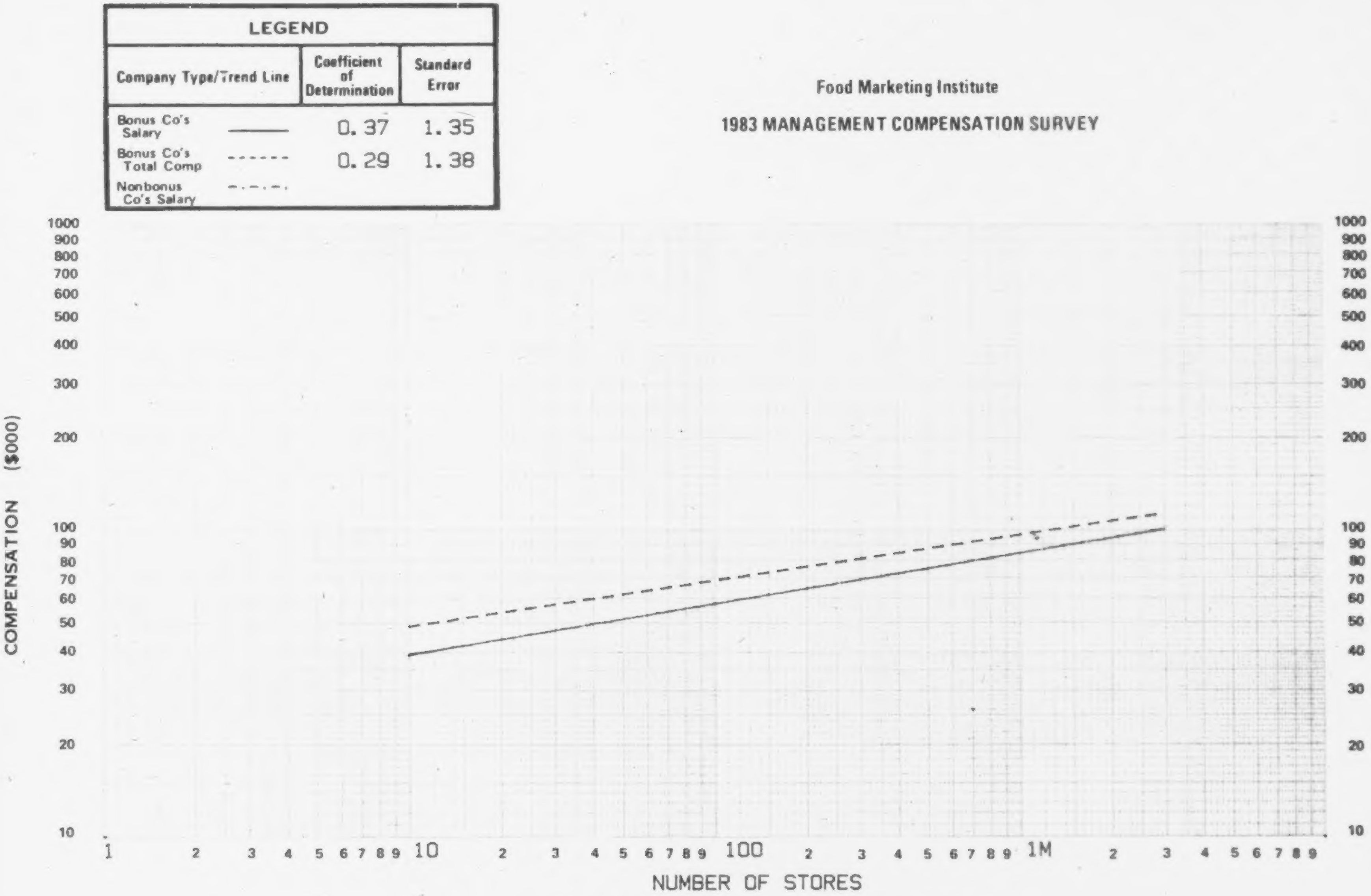
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100	EXEC. V.P.	$105.0	$ 22.2	$127.2				
AND ABOVE	SENIOR V.P.	100.0	34.7	134.7		$ 73.0	$ 91.3	$109.5
		83.0	0.0	83.0				
	EXEC. V.P.	77.5	25.1	102.6		59.0	76.0	93.0
	EXEC. V.P.	77.0	0.0	77.0		48.6	59.7	70.7
	GROUP EXEC.	70.0	18.8	88.8		64.6	80.7	96.8
	GROUP EXEC.	59.5	22.9	82.4				
	VICE PRESIDENT	50.7	4.5	55.2		39.9	51.9	63.9
	NO IN POSITION:	8						
650.5	WEIGHTED GROUP AVG:	$ 77.8	$ 16.1	$ 93.9				

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99	EXEC. V.P.	$ 95.0	$ 0.0	$ 95.0				
TO	BOARD OF DIR.				$ 90.0			
50	CEO/PRESIDENT	62.5	11.0	73.5				
	CEO/PRESIDENT				60.0			
	C.O.O.	57.5	10.5	68.0		$ 44.0	$ 57.0	$ 70.0
					54.6	52.0	54.6	57.2
	C.O.O.	53.0	7.5	60.5		41.0	53.0	65.0
	C.O.O.				51.6			
	EXEC. V.P.				50.0			
	VICE PRESIDENT	50.0	5.1	55.1		39.6	52.8	66.0
	GROUP EXEC.				36.3	28.3	34.7	41.0
	EXEC. V.P.	30.0	20.0	50.0				
	C.O.O.				27.5			
	NO IN POSITION: 13							
74.8	WEIGHTED GROUP AVG:	$ 58.0	$ 9.0	$ 67.0	$ 52.9			
49	CEO/PRESIDENT				$ 85.0	$ 35.0	$ 50.0	$ 65.0
AND BELOW	CEO/PRESIDENT	$ 60.0	$ 20.0	$ 80.0		55.0	70.0	85.0
	CEO/PRESIDENT				52.0			
	CEO/PRESIDENT	45.0	22.5	67.5				
	VICE PRESIDENT	42.0	3.4	45.4		34.4	41.2	48.0
	VICE PRESIDENT	40.5	7.0	47.5				
	SENIOR V.P.				39.9	36.6	45.2	53.8
	CEO/PRESIDENT				37.7			
	BOARD OF DIR.	37.0	0.0	37.0				
	CEO/PRESIDENT	33.2	2.3	35.5		26.6	36.0	45.3
	NO IN POSITION: 10							
27.9	WEIGHTED GROUP AVG:	$ 43.0	$ 9.2	$ 52.2	$ 53.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	SENIOR V.P.	$ 60.0	$ 15.0	$ 75.0		$ 55.0	$ 65.0	$ 75.0
	VICE PRESIDENT				$ 41.6	31.2	41.6	52.0
	VICE PRESIDENT	37.0	5.0	42.0				
	GROUP EXEC.	32.0	1.0	33.0		28.0	34.3	40.6
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 43.0	$ 7.0	$ 50.0	$ 41.6			
	NO IN POSITION: 35							
208.3	POSITION AVERAGE:	$ 59.0	$ 11.3	$ 70.3	$ 52.2			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.37	1.35
Bonus Co's Total Comp	------	0.29	1.38
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #16 - TOP REAL ESTATE
EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0	VICE PRESIDENT	$ 79.0	$ 15.9	$ 94.9		$ 57.7	$ 72.1	$ 86.5
AND ABOVE	GROUP EXEC.	65.8	0.0	65.8				
	VICE PRESIDENT	65.0	20.1	85.1		53.6	67.0	80.3
	GROUP EXEC.	55.0	17.9	72.9		44.0	57.0	70.0
	GROUP EXEC.	50.5	4.7	55.2		42.8	53.5	64.2
		49.1	0.0	49.1				
	GROUP EXEC.				$ 45.0			
	NO IN POSITION:	7						
$ 5913.2	WEIGHTED GROUP AVG:	$ 60.7	$ 9.8	$ 70.5	$ 45.0			
$1999.9	ASST. V.P./DIR				$ 60.0			
TO	VICE PRESIDENT	$ 55.9	$ 13.1	$ 69.0		$ 39.9	$ 51.9	$ 63.9
$1000.0	C.O.O.	55.1	10.3	65.4				
	VICE PRESIDENT	45.6	1.6	47.2		33.8	41.5	48.9
	SENIOR V.P.	40.0	0.0	40.0		29.0	36.3	43.6
	EXEC. V.P.				38.5			
	EXEC. V.P.				28.6			
	MANAGER				26.0	23.4	28.0	32.5
	NO IN POSITION:	8						
$ 1256.3	WEIGHTED GROUP AVG:	$ 49.2	$ 6.2	$ 55.4	$ 38.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

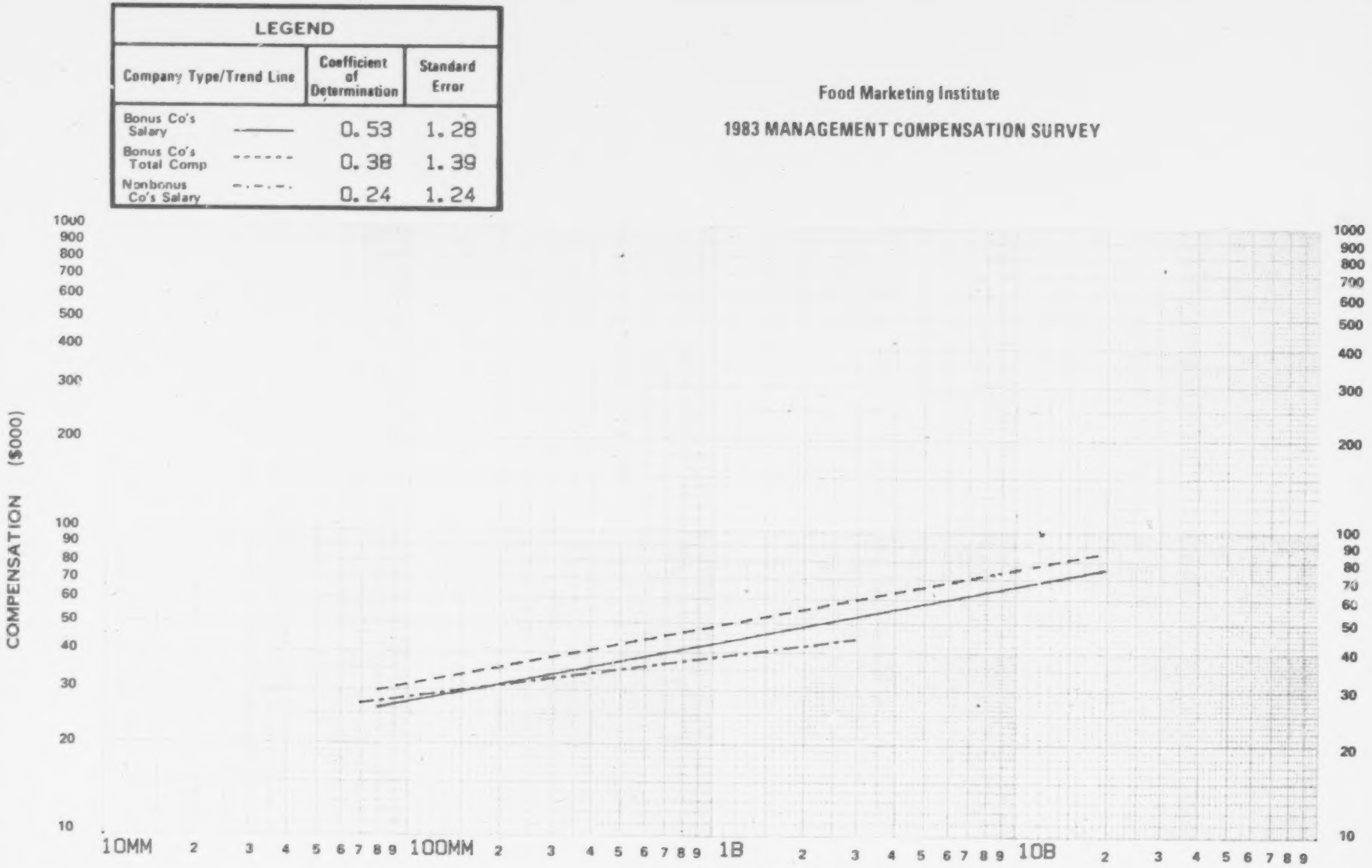
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	SENIOR V.P.	$ 51.7	$ 28.0	$ 79.7		$ 44.0	$ 55.0	$ 66.0
TO	DIV. V.P./MGR.				$ 48.0			
$500.0	EXEC. V.P.	43.3	6.5	49.8		36.2	43.4	50.6
	CEO/PRESIDENT	43.2	0.0	43.2		35.0	42.2	49.4
	VICE PRESIDENT				40.0	27.1	33.9	40.6
	SENIOR V.P.	39.5	6.2	45.7		32.2	39.5	46.7
	EXEC. V.P.				39.0	32.2	40.2	48.2
	VICE PRESIDENT	38.1	5.4	43.5		34.9	43.6	52.3
	VICE PRESIDENT				36.0	31.2	38.1	45.3
	CEO/PRESIDENT	31.7	0.0	31.7				
	C.O.O.	31.5	0.0	31.5		27.2	36.3	45.4
	CEO/PRESIDENT	30.0	25.0	55.0				
	ASST. V.P./DIR				28.0	23.6	31.5	39.3
	REG. V.P./MGR.				25.7			
	VICE PRESIDENT	25.0	1.1	26.1				
	SENIOR V.P.				21.1	20.5	24.9	29.4
	NO IN POSITION: 17							
$ 669.9	WEIGHTED GROUP AVG:	$ 37.1	$ 8.0	$ 45.1	$ 32.9			
$499.9	CEO/PRESIDENT	$ 47.7	$ 9.0	$ 56.7				
TO	VICE PRESIDENT				$ 40.0	$ 35.0	$ 42.5	$ 50.0
$250.0					39.9	39.5	40.8	42.1
	SENIOR V.P.				39.0			
	VICE PRESIDENT				38.0	28.4	34.3	40.2
	C.O.O.				37.0			
	EXEC. V.P.	33.4	0.9	34.3				
	VICE PRESIDENT	22.0	0.0	22.0		19.1	28.5	37.8
	NO IN POSITION: 8							
$ 367.2	WEIGHTED GROUP AVG:	$ 34.4	$ 3.3	$ 37.7	$ 38.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$249.9	C.O.O.				$ 45.2			
TO	C.O.O.	$ 42.0	$ 11.0	$ 53.0		$ 32.0	$ 41.0	$ 50.0
$100.0	CEO/PRESIDENT				38.5			
	C.O.O.				35.0			
	VICE PRESIDENT				33.0			
	EXEC. V.P.	31.0	4.0	35.0				
	CEO/PRESIDENT				27.3			
	VICE PRESIDENT	27.0	0.0	27.0				
	VICE PRESIDENT				23.4	18.0	26.5	35.0
	C.O.O.	19.6	0.3	19.9		24.3	28.6	32.9
	NO IN POSITION: 10							
$ 168.9	WEIGHTED GROUP AVG:	$ 29.9	$ 3.8	$ 33.7	$ 33.7			
$99.9	VICE PRESIDENT	$ 37.4	$ 9.3	$ 46.7				
AND BELOW	CEO/PRESIDENT	26.1	3.0	29.1				
	C.O.O.				$ 26.0	$ 24.4	$ 27.9	$ 31.5
	CEO/PRESIDENT	25.0	3.0	28.0				
	EXEC. V.P.				24.0			
	NO IN POSITION: 5							
$ 86.6	WEIGHTED GROUP AVG:	$ 29.5	$ 5.1	$ 34.6	$ 25.0			
	NO IN POSITION: 55							
$ 1234.4	POSITION AVERAGE:	$ 41.6	$ 6.8	$ 48.4	$ 34.9			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.53	1.28
Bonus Co's Total Comp	------	0.38	1.39
Nonbonus Co's Salary	-.-.-.	0.24	1.24

SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

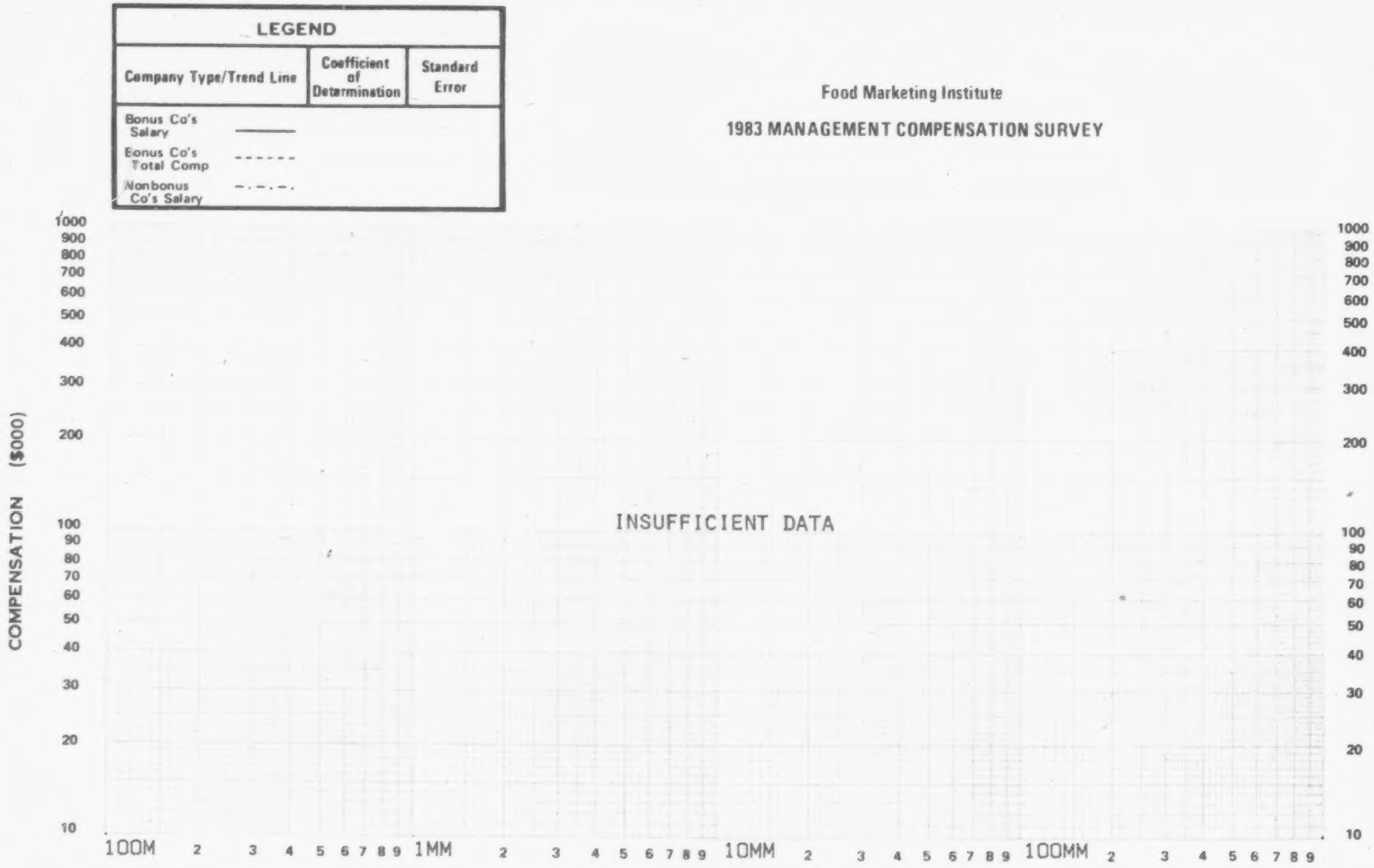
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	VICE PRESIDENT	$ 66.0	$ 15.9	$ 81.9		$ 57.7	$ 72.1	$ 86.5
AND ABOVE		51.5	0.0	51.5				
	SENIOR V.P.	46.0	2.1	48.1		37.8	46.2	55.0
	ASST. V.P./DIR				$ 31.8			
	NO IN POSITION: 4							
$ 8096.3	WEIGHTED GROUP AVG:	$ 54.5	$ 6.0	$ 60.5	$ 31.8			
$999.9					$ 32.0	$ 25.4	$ 31.3	$ 37.3
TO	CEO/PRESIDENT				32.0	27.2	36.3	45.4
$500.0	CEO/PRESIDENT	$ 30.0	$ 4.5	$ 34.5				
	SENIOR V.P.				29.4	28.3	34.7	41.1
	VICE PRESIDENT	29.0	2.1	31.1		24.4	29.9	35.3
	VICE PRESIDENT				26.5	20.6	24.8	29.7
	VICE PRESIDENT				25.4			
	REG. V.P./MGR.				25.2			
	MANAGER				23.0	19.9	26.5	33.1
	NO IN POSITION: 10							
$ 716.7	WEIGHTED GROUP AVG:	$ 29.5	$ 3.3	$ 32.8	$ 27.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9 AND BELOW	VICE PRESIDENT	$ 43.5	$ 2.3	$ 45.8		$ 29.6	$ 35.2	$ 40.8
	C.O.O.				$ 41.5	33.9	41.4	48.9
	DIV. V.P./MGR.				41.0			
	SENIOR V.P.				38.0			
	NO IN POSITION: 4							
$ 315.8	WEIGHTED GROUP AVG:	$ 43.5	$ 2.3	$ 45.8	$ 40.2			
	NO IN POSITION: 18							
$ 2267.5	POSITION AVERAGE:	$ 44.3	$ 4.5	$ 48.8	$ 30.9			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



INSUFFICIENT DATA

SURVEY POSITION #18 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$175.0	$ 63.3	$238.3		$152.0	$190.0	$228.0
	CEO/PRESIDENT	151.3	29.3	180.6		74.7	93.4	112.1
	CEO/PRESIDENT	150.0	0.0	150.0				
		150.0	0.0	150.0				
	EXEC. V.P.	145.0	0.0	145.0				
	SENIOR V.P.	134.3	43.0	177.3		88.2	110.2	132.2
	GROUP EXEC.	93.0	11.6	104.6				
	CEO/PRESIDENT	90.0	27.5	117.5		70.0	80.0	90.0
	VICE PRESIDENT	89.6	17.6	107.2		60.8	76.0	91.3
	EXEC. V.P.	79.6	6.0	85.6				
	C.O.O.	71.4	28.1	99.5				
	EXEC. V.P.				$ 47.1			
	NO IN POSITION: 12							
$ 3933.8	WEIGHTED GROUP AVG:	$120.8	$ 20.6	$141.4	$ 47.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

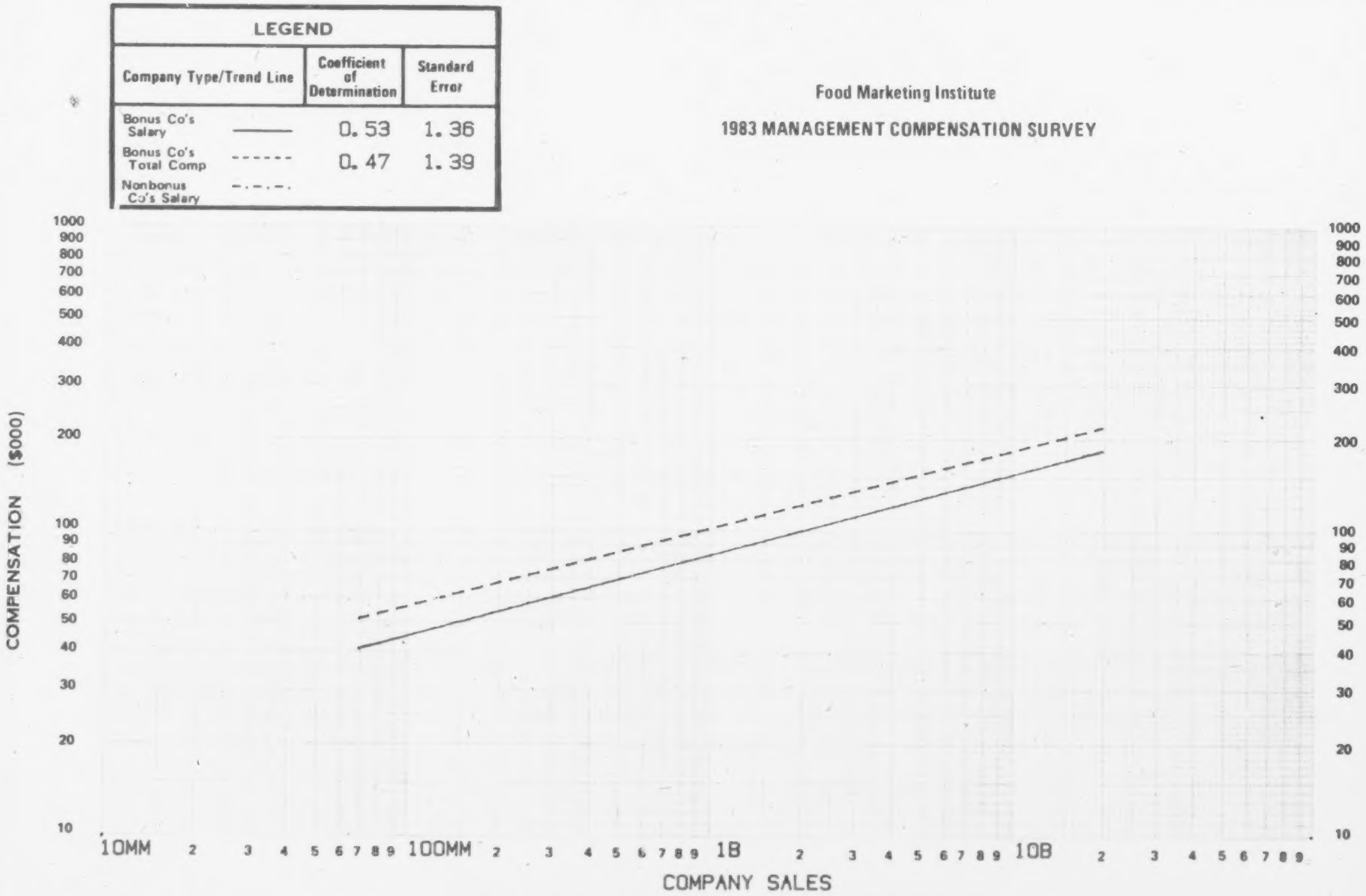
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$105.0	$ 0.0	$105.0		$ 85.4	$106.7	$128.0
TO	EXEC. V.P.				$100.0			
$500.0	C.O.O.	92.5	25.0	117.5		68.0	87.0	106.0
	C.O.O.	81.3	19.8	101.1		66.8	83.5	100.2
		77.0	88.4	165.4				
	CEO/PRESIDENT	75.0	0.0	75.0				
	CEO/PRESIDENT	73.5	0.0	73.5				
	SENIOR V.P.	71.5	39.2	110.7		62.7	77.0	90.9
	CEO/PRESIDENT	70.0	35.0	105.0		61.7	77.1	92.5
	CEO/PRESIDENT	67.0	0.0	67.0		54.7	67.5	79.7
	EXEC. V.P.	65.1	5.8	70.9		62.6	78.3	94.0
	EXEC. V.P.	62.5	11.0	73.5				
	CEO/PRESIDENT	55.0	0.0	55.0		38.5	51.4	64.3
	C.O.O.				54.5	40.7	50.9	61.1
	SENIOR V.P.	49.8	28.0	77.8		49.0	61.0	73.0
	CEO/PRESIDENT				47.7	32.0	40.0	48.0
	CEO/PRESIDENT	40.0	84.6	124.6				
	CEO/PRESIDENT				36.8	35.7	42.8	51.4
	VICE PRESIDENT	36.6	5.1	41.7		28.0	34.3	40.6
	NO IN POSITION:	23						
$ 661.3	WEIGHTED GROUP AVG:	$ 61.5	$ 19.1	$ 80.6	$ 59.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9 TO $250.0	CEO/PRESIDENT	$ 86.9	$ 28.9	$115.8				
	CEO/PRESIDENT	85.0	22.7	107.7		$ 60.2	$ 75.2	$ 96.3
	C.O.O.	74.0	13.8	87.8		59.0	76.0	93.0
	CEO/PRESIDENT	65.0	0.0	65.0		36.1	46.8	57.5
	CEO/PRESIDENT				$ 60.0			
	EXEC. V.P.				58.0			
	C.O.O.	57.5	5.7	63.2		50.0	65.0	80.0
	EXEC. V.P.				48.0			
	CEO/PRESIDENT	44.9	7.4	52.3				
	REG. V.P./MGR.	41.3	9.0	50.3		39.5	42.4	45.2
	NO IN POSITION: 10							
$ 333.7	WEIGHTED GROUP AVG:	$ 64.9	$ 12.5	$ 77.4	$ 55.3			
$249.9 AND BELOW	C.O.O.	$ 96.0	$ 20.0	$116.0		$ 71.0	$ 89.0	$108.0
	CEO/PRESIDENT	59.9	14.9	74.8		45.0	58.0	70.0
	CEO/PRESIDENT				$ 57.5			
	BOARD OF DIR.	52.0	0.0	52.0				
	C.O.O.				45.2			
	CEO/PRESIDENT	45.0	15.0	60.0				
	VICE PRESIDENT	42.0	21.0	63.0				
	CEO/PRESIDENT	35.0	8.0	43.0				
	CEO/PRESIDENT	28.0	2.5	30.5				
	NO IN POSITION: 10							
$ 130.1	WEIGHTED GROUP AVG:	$ 51.1	$ 11.7	$ 62.8	$ 49.3			
	NO IN POSITION: 55							
$ 1219.2	POSITION AVERAGE:	$ 75.2	$ 17.2	$ 92.4	$ 54.5			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.53	1.36
Bonus Co's Total Comp	------	0.47	1.39
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #19 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

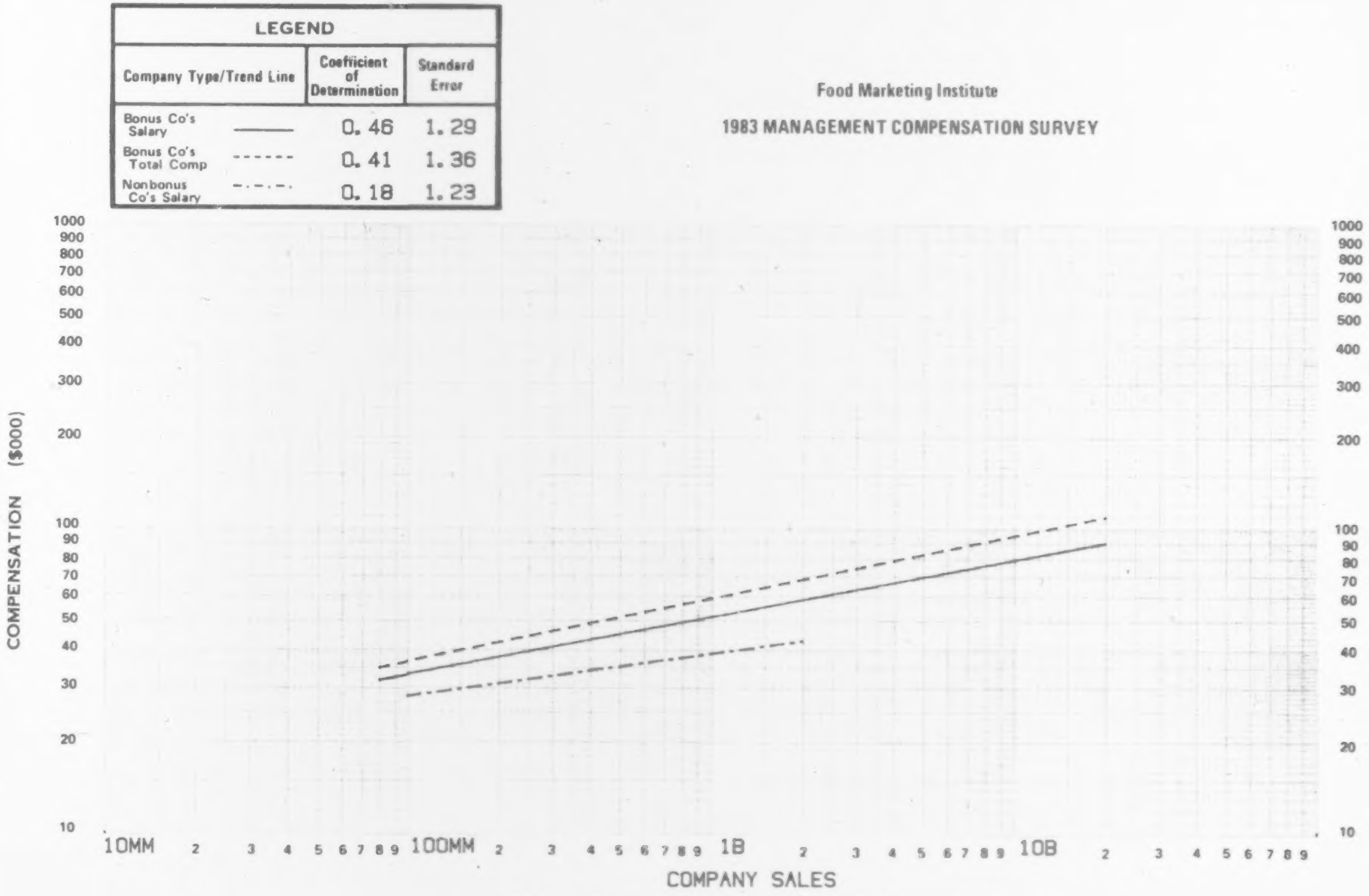
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	CEO/PRESIDENT	$124.8	$ 34.3	$159.1				
AND ABOVE	SENIOR V.P.	91.0	20.8	111.8		$ 72.6	$ 90.7	$108.8
	EXEC. V.P.	71.0	22.1	93.1		64.5	80.7	96.8
	EXEC. V.P.	70.0	7.0	77.0				
	SENIOR V.P.	69.0	0.0	69.0				
	CEO/PRESIDENT	64.9	72.1	137.0				
	C.O.O.	62.4	3.8	66.2		46.9	59.0	71.0
		58.5	0.0	58.5				
	VICE PRESIDENT	58.0	9.5	67.5		49.5	61.9	74.3
					$ 55.0			
	VICE PRESIDENT	52.5	4.4	56.9		39.9	51.9	63.9
	EXEC. V.P.				48.0			
	SENIOR V.P.	47.5	7.5	55.0		41.0	48.5	56.0
	DIV. V.P./MGR.				35.1			
	EXEC. V.P.				32.5			
	SENIOR V.P.				32.5	36.6	44.8	53.0
	NO IN POSITION: 16							
$ 3483.5	WEIGHTED GROUP AVG:	$ 70.0	$ 16.5	$ 86.5	$ 40.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	GROUP EXEC.	$ 51.9	$ 8.9	$ 60.8		$ 44.8	$ 56.0	$ 67.2
	CEO/PRESIDENT	50.0	0.0	50.0		38.9	47.2	55.5
	SENIOR V.P.	50.0	7.8	57.8		37.6	46.1	54.5
	VICE PRESIDENT	49.1	6.8	55.9		39.6	52.8	66.0
	VICE PRESIDENT	45.0	0.0	45.0				
					$ 43.6	32.1	40.3	48.5
	SENIOR V.P.	42.5	21.2	63.7		36.6	45.2	53.8
	VICE PRESIDENT	42.0	6.4	48.4		34.4	41.2	48.0
	VICE PRESIDENT				41.5	32.2	40.3	48.4
	SENIOR V.P.	40.0	0.0	40.0		32.2	39.5	46.7
	SENIOR V.P.				37.5	29.2	36.5	43.8
		35.0	0.0	35.0		27.2	36.3	45.3
	CEO/PRESIDENT				34.4	35.7	42.8	51.4
	VICE PRESIDENT	31.5	4.5	36.0				
	DIV. V.P./MGR.				30.8	23.2	29.0	34.8
	ASST. V.P./DIR	30.0	18.1	48.1				
	NO IN POSITION: 16							
$ 656.4	WEIGHTED GROUP AVG:	$ 42.5	$ 6.7	$ 49.2	$ 37.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.	$ 80.0	$ 0.0	$ 80.0				
TO	C.O.O.	47.0	6.6	53.6		$ 41.0	$ 53.0	$ 65.0
$250.0	CEO/PRESIDENT	46.1	8.7	54.8				
	VICE PRESIDENT	43.5	1.3	44.8		34.4	41.2	48.0
	VICE PRESIDENT				$ 43.0	31.2	45.7	57.0
	VICE PRESIDENT	38.0	0.0	38.0		22.9	29.0	35.1
	VICE PRESIDENT	37.5	1.0	38.5				
	VICE PRESIDENT	37.5	6.2	43.7		27.7	34.7	42.9
		35.8	5.2	41.0		35.4	36.7	38.0
	DIV. V.P./MGR.				35.4			
	EXEC. V.P.	33.9	5.0	38.9				
	VICE PRESIDENT				22.5	20.0	25.0	30.0
	NO IN POSITION: 12							
$ 354.4	WEIGHTED GROUP AVG:	$ 44.4	$ 3.7	$ 48.1	$ 33.6			
$249.9	CEO/PRESIDENT	$ 44.9	$ 11.2	$ 56.1		$ 29.0	$ 36.5	$ 48.0
AND BELOW	BOARD OF DIR.	42.9	5.9	48.8		34.4	40.5	46.6
	C.O.O.				$ 39.1			
	VICE PRESIDENT	38.0	4.0	42.0		34.0	44.0	54.0
	VICE PRESIDENT	38.0	5.0	43.0				
	VICE PRESIDENT				37.4			
	C.O.O.				36.5			
	VICE PRESIDENT				33.0			
	SENIOR V.P.	30.9	0.0	30.9				
	VICE PRESIDENT				25.5			
	CEO/PRESIDENT	25.3	0.5	25.8				
	CEO/PRESIDENT	24.2	1.5	25.7				
	NO IN POSITION: 13							
$ 157.0	WEIGHTED GROUP AVG:	$ 34.9	$ 4.0	$ 38.9	$ 34.1			
	NO IN POSITION: 57							
$ 1272.5	POSITION AVERAGE:	$ 49.5	$ 8.3	$ 57.8	$ 36.6			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.46	1.29
Bonus Co's Total Comp	- - - - - -	0.41	1.36
Nonbonus Co's Salary	-.-.-.	0.18	1.23

SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$500.0	EXEC. V.P.	$109.0	$ 50.4	$159.4		$ 85.6	$107.0	$128.4
AND ABOVE	CEO/PRESIDENT	85.0	117.3	202.3				
	EXEC. V.P.	83.0	31.2	114.2		68.0	87.0	106.0
	VICE PRESIDENT	68.5	7.1	75.6		39.9	51.9	63.9
	EXEC. V.P.	65.0	6.5	71.5				
	C.O.O.	64.2	3.9	68.1		46.9	59.0	71.0
		60.0	0.0	60.0				
					$ 55.0			
	GROUP EXEC.	54.5	12.0	66.5				
	SENIOR V.P.	50.0	2.8	52.8		46.1	57.6	69.1
	VICE PRESIDENT	45.0	5.0	50.0		41.0	48.5	56.0
	NO IN POSITION:	11						
$ 1717.5	WEIGHTED GROUP AVG:	$ 68.4	$ 23.6	$ 92.0	$ 55.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	EXEC. V.P.	$ 57.0	$ 18.9	$ 75.9				
TO	EXEC. V.P.				$ 55.0	$ 38.3	$ 48.9	$ 59.4
$250.0	VICE PRESIDENT	52.9	0.0	52.9				
	SENIOR V.P.	51.0	0.0	51.0		46.2	58.5	70.3
	ASST. V.P./DIR				51.0	36.2	45.2	54.3
	GROUP EXEC.	50.4	8.0	58.4		45.6	57.0	68.4
	SENIOR V.P.	48.5	6.2	54.7		41.3	50.8	60.0
	VICE PRESIDENT	48.0	5.1	53.1		42.0	50.6	59.2
	SENIOR V.P.	42.0	5.0	47.0		36.6	45.2	53.8
	ASST. V.P./DIR	35.0	35.0	70.0				
	NO IN POSITION: 11							
$ 323.4	WEIGHTED GROUP AVG:	$ 48.4	$ 8.7	$ 57.1	$ 53.0			
$249.9	C.O.O.	$ 93.0	$ 0.0	$ 93.0				
TO	VICE PRESIDENT	51.5	5.5	57.0		$ 36.2	$ 43.4	$ 50.6
$100.0	CEO/PRESIDENT	49.8	9.4	59.2				
	VICE PRESIDENT				$ 47.5			
	EXEC. V.P.	46.8	14.0	60.8				
	VICE PRESIDENT	45.6	0.0	45.6		26.6	36.0	45.3
	VICE PRESIDENT	43.0	17.5	60.5		33.8	42.9	52.1
	VICE PRESIDENT	41.0	5.8	46.8				
	VICE PRESIDENT	37.1	0.0	37.1		32.5	38.0	45.0
	VICE PRESIDENT	36.5	7.6	44.1		31.8	39.7	49.7
	VICE PRESIDENT	32.7	0.9	33.6				
	NO IN POSITION: 11							
$ 194.9	WEIGHTED GROUP AVG:	$ 47.7	$ 6.1	$ 53.8	$ 47.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

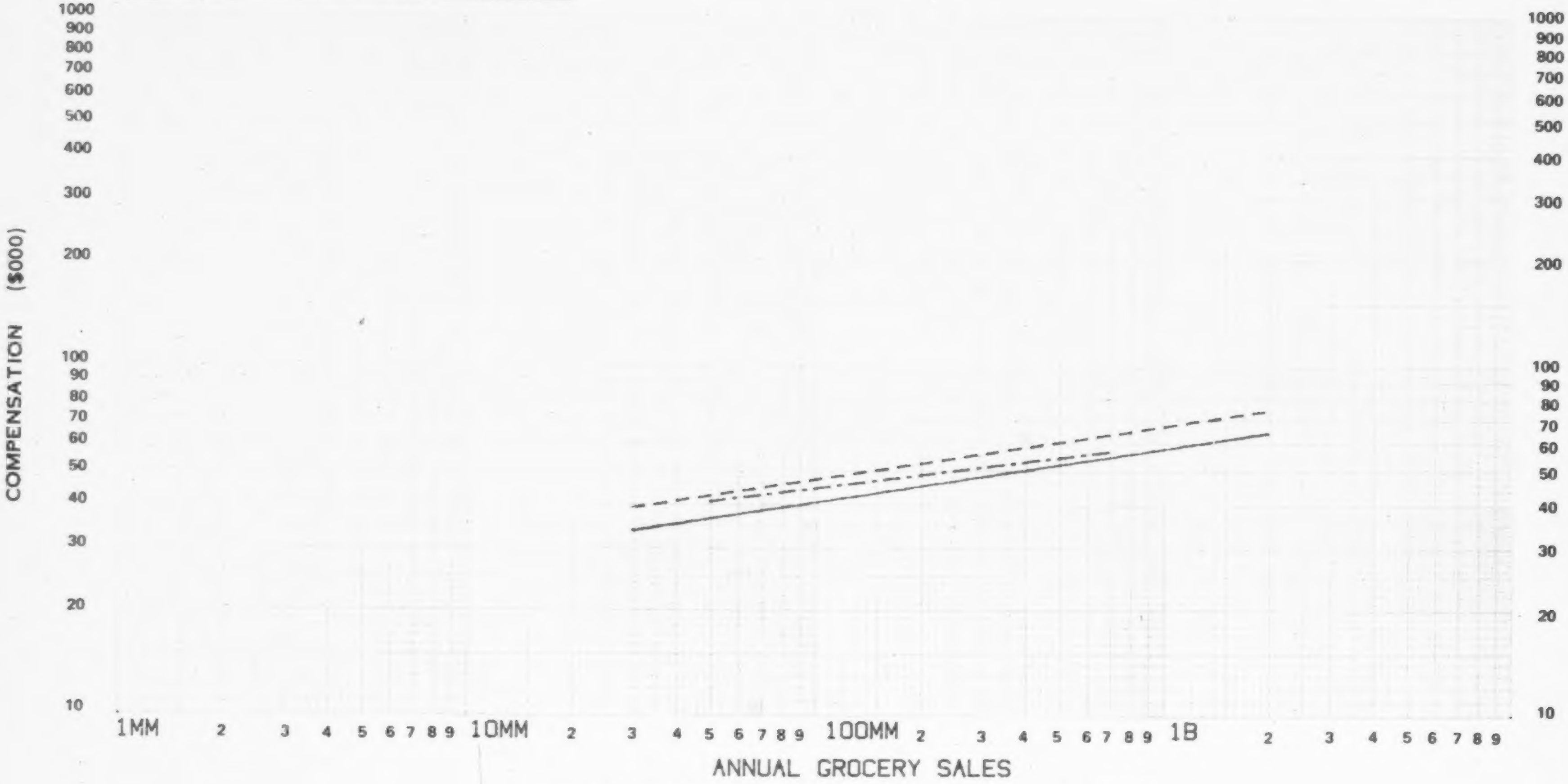
SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	C.O.O.				$ 52.0	$ 45.0	$ 48.0	$ 56.0
AND BELOW	VICE PRESIDENT	$ 45.0	$ 10.0	$ 55.0		41.0	52.0	63.0
	CEO/PRESIDENT	42.9	2.6	45.5				
	VICE PRESIDENT				41.0			
	VICE PRESIDENT	39.0	19.5	58.5				
	VICE PRESIDENT				39.0			
	SENIOR V.P.	38.5	0.0	38.5				
	BOARD OF DIR.	38.0	6.0	44.0		36.8	43.3	49.8
	CEO/PRESIDENT	37.7	2.0	39.7				
	VICE PRESIDENT				36.4	30.0	37.5	45.0
	NO IN POSITION: 11							
$ 64.9	WEIGHTED GROUP AVG:	$ 40.0	$ 8.5	$ 48.5	$ 42.1			
NO SCOPE	SENIOR V.P.	$115.0	$ 24.2	$139.2		$ 81.6	$102.0	$122.4
REPORTED	C.O.O.				$ 63.6			
	VICE PRESIDENT	59.2	9.3	68.5		44.3	55.4	66.5
	VICE PRESIDENT	47.0	7.0	54.0		39.6	52.8	66.0
	GROUP EXEC.	47.0	0.0	47.0				
	SENIOR V.P.	45.0	0.0	45.0				
	DIV. V.P./MGR.				38.5	26.4	33.0	39.6
	VICE PRESIDENT	38.0	4.7	42.7		28.0	34.3	40.6
	VICE PRESIDENT				36.0	31.2	45.7	57.0
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 58.5	$ 7.6	$ 66.1	$ 46.0			
	NO IN POSITION: 53							
$ 575.2	POSITION AVERAGE:	$ 53.1	$ 11.4	$ 64.5	$ 46.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.51	1.17
Bonus Co's Total Comp	------	0.36	1.23
Nonbonus Co's Salary	-.-.-.	0.49	1.13

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #21 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0	SENIOR V.P.	$ 81.0	$ 0.0	$ 81.0				
AND ABOVE					$ 72.5			
	VICE PRESIDENT	66.0	23.4	89.4		$ 50.0	$ 65.0	$ 80.0
	CEO/PRESIDENT	64.9	117.3	182.2				
	VICE PRESIDENT	61.5	6.2	67.7		39.9	51.9	63.9
	VICE PRESIDENT	60.5	10.2	70.7		55.5	69.4	83.2
	GROUP EXEC.	52.0	10.2	62.2				
	ASST. V.P./DIR				50.8	34.2	42.8	51.3
	VICE PRESIDENT	48.0	7.5	55.5		41.0	48.5	56.0
	NO IN POSITION:	9						
$ 257.1	WEIGHTED GROUP AVG:	$ 62.0	$ 25.0	$ 87.0	$ 61.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	C.O.O.	$ 71.7	$ 30.1	$101.8				
TO	EXEC. V.P.	71.3	5.0	76.3				
$100.0	SENIOR V.P.	58.4	22.8	81.2		$ 47.5	$ 58.3	$ 68.9
	GROUP EXEC.	57.5	10.1	67.6		44.0	55.0	66.1
	EXEC. V.P.	57.0	18.9	75.9				
	VICE PRESIDENT	56.0	0.0	56.0				
	SENIOR V.P.	48.5	24.2	72.7		36.6	45.2	53.8
	VICE PRESIDENT	47.0	9.0	56.0		28.0	34.3	40.6
	VICE PRESIDENT	41.0	6.0	47.0		38.0	45.6	53.3
	SENIOR V.P.				$ 39.0	41.4	50.7	60.0
	NO IN POSITION: 10							
$ 118.7	WEIGHTED GROUP AVG:	$ 56.5	$ 14.0	$ 70.5	$ 39.0			
$99.9	C.O.O.	$ 72.5	$ 7.5	$ 80.0				
TO	EXEC. V.P.	65.0	1.0	66.0				
$50.0	CEO/PRESIDENT	58.3	11.0	69.3				
	C.O.O.	56.0	7.8	63.8		$ 44.0	$ 57.0	$ 70.0
	EXEC. V.P.				$ 52.5			
	VICE PRESIDENT	50.4	17.5	67.9		38.0	48.5	59.0
	VICE PRESIDENT	48.0	2.0	50.0		34.4	41.2	48.0
	VICE PRESIDENT	47.5	6.3	53.8				
	VICE PRESIDENT	45.7	9.6	55.3		36.6	45.8	57.7
	SENIOR V.P.	45.0	2.5	47.5		39.8	49.7	59.6
	REG. V.P./MGR.	41.0	9.8	50.8		40.5	41.9	43.4
	VICE PRESIDENT	39.7	3.6	43.3		26.6	36.0	45.3
	ASST. V.P./DIR	35.0	40.0	75.0				
	NO IN POSITION: 13							
$ 68.9	WEIGHTED GROUP AVG:	$ 50.3	$ 9.9	$ 60.2	$ 52.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$49.9 TO $25.0	C.O.O.	$ 53.0	$ 1.5	$ 54.5				
	VICE PRESIDENT	50.0	12.0	62.0		$ 42.0	$ 53.0	$ 64.0
	VICE PRESIDENT				$ 44.0			
	SENIOR V.P.	42.4	0.0	42.4				
	C.O.O.				41.0			
	CEO/PRESIDENT				40.0			
	VICE PRESIDENT				36.4	30.0	37.5	45.0
	BOARD OF DIR.	35.5	4.1	39.6		35.8	42.1	48.5
	NO IN POSITION: 8							
$ 36.1	WEIGHTED GROUP AVG:	$ 45.2	$ 4.4	$ 49.6	$ 40.4			
$24.9 AND BELOW	C.O.O.				$ 59.0	$ 50.0	$ 55.0	$ 60.0
	GROUP EXEC.	$ 49.2	$ 12.3	$ 61.5		34.0	46.0	58.0
	CEO/PRESIDENT				46.0			
	VICE PRESIDENT	44.5	22.2	66.7				
	VICE PRESIDENT				41.0			
	CEO/PRESIDENT	38.7	2.0	40.7				
	C.O.O.	37.2	2.2	39.4				
	CEO/PRESIDENT	30.5	4.9	35.4				
	CEO/PRESIDENT	28.6	10.4	39.0				
	ASST. V.P./DIR				27.5			
	NO IN POSITION: 10							
$ 19.8	WEIGHTED GROUP AVG:	$ 38.1	$ 9.0	$ 47.1	$ 43.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

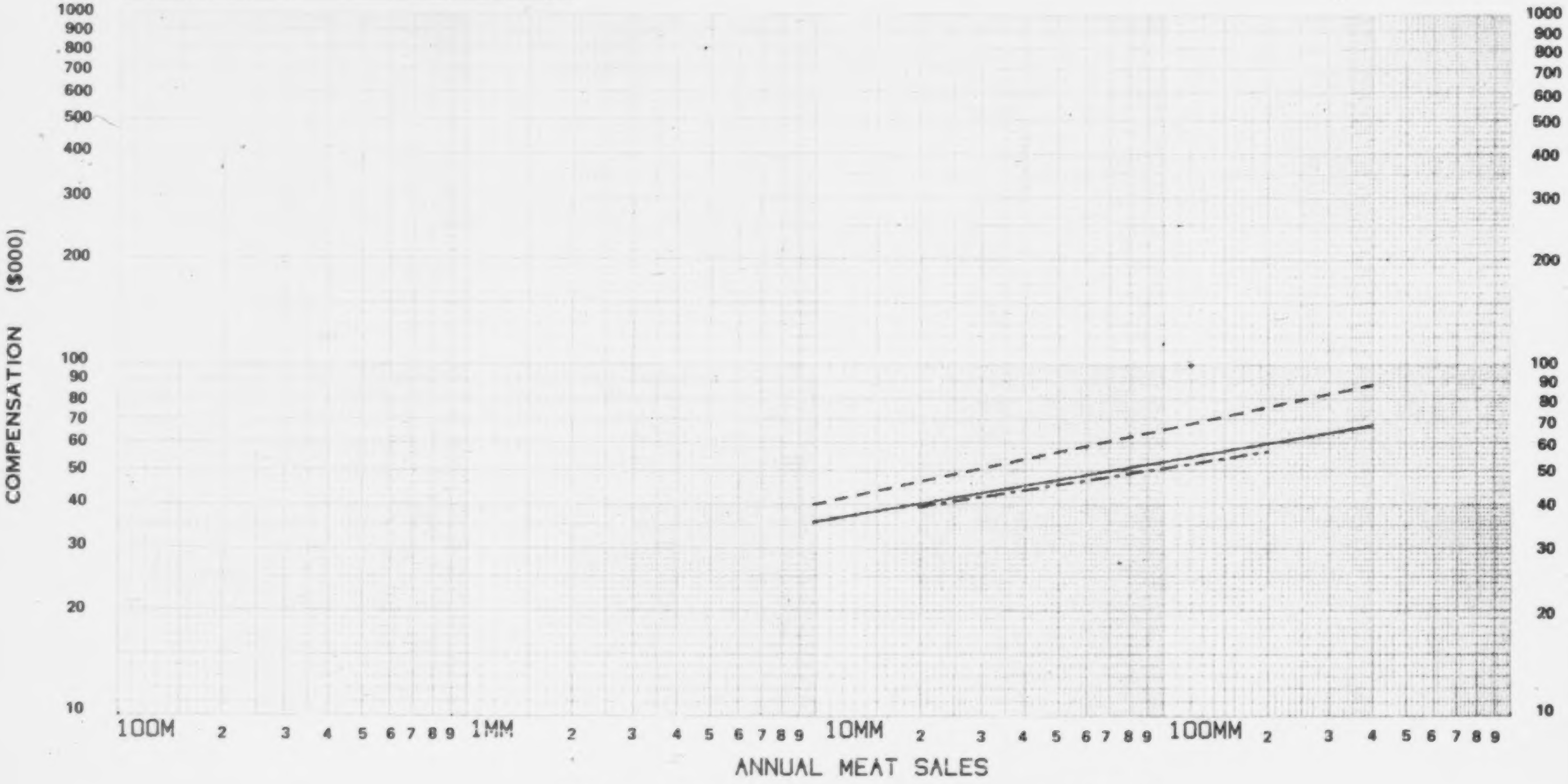
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 75.0			
	SENIOR V.P.	$ 66.2	$ 12.7	$ 78.9		$ 51.7	$ 64.6	$ 77.3
	VICE PRESIDENT	54.7	7.9	62.6		39.6	52.8	66.0
	C.O.O.				54.7			
	GROUP EXEC.	54.0	0.0	54.0				
	CEO/PRESIDENT				50.0	51.4	61.7	74.0
	SENIOR V.P.	45.0	0.0	45.0				
	DIV. V.P./MGR.				39.8	26.4	33.0	39.6
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 55.0	$ 5.1	$ 60.1	$ 54.9			
	NO IN POSITION:	58						
$ 97.7	POSITION AVERAGE:	$ 51.8	$ 12.2	$ 64.0	$ 48.1			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.41	1.21
Bonus Co's Total Comp	------	0.37	1.29
Nonbonus Co's Salary	-·-·-·	0.26	1.25



SURVEY POSITION #22 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	EXEC. V.P.	$ 87.0	$ 35.2	$122.2		$ 68.0	$ 87.0	$106.0
					$ 77.0			
	EXEC. V.P.	75.0	7.5	82.5				
	CEO/PRESIDENT	74.8	117.3	192.1				
		70.0	0.0	70.0				
	VICE PRESIDENT	58.5	7.4	65.9		49.3	61.6	73.9
	VICE PRESIDENT	51.5	5.1	56.6		39.9	51.9	63.9
	GROUP EXEC.	49.1	8.8	57.9				
	NO IN POSITION: 8							
$ 293.1	WEIGHTED GROUP AVG:	$ 66.6	$ 25.9	$ 92.5	$ 77.0			
$99.9 TO $50.0	EXEC. V.P.	$ 63.0	$ 5.0	$ 68.0				
	C.O.O.	60.6	31.9	92.5				
	VICE PRESIDENT	50.0	7.8	57.8		$ 38.0	$ 45.6	$ 53.3
	SENIOR V.P.	48.5	2.5	51.0		39.8	49.7	59.6
	SENIOR V.P.	47.0	0.0	47.0		38.2	48.3	58.5
	SENIOR V.P.				$ 44.0	41.4	50.7	60.0
	SENIOR V.P.	43.0	5.2	48.2		36.6	45.2	53.8
	ASST. V.P./DIR	30.0	22.0	52.0				
	NO IN POSITION: 8							
$ 60.6	WEIGHTED GROUP AVG:	$ 48.9	$ 10.6	$ 59.5	$ 44.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

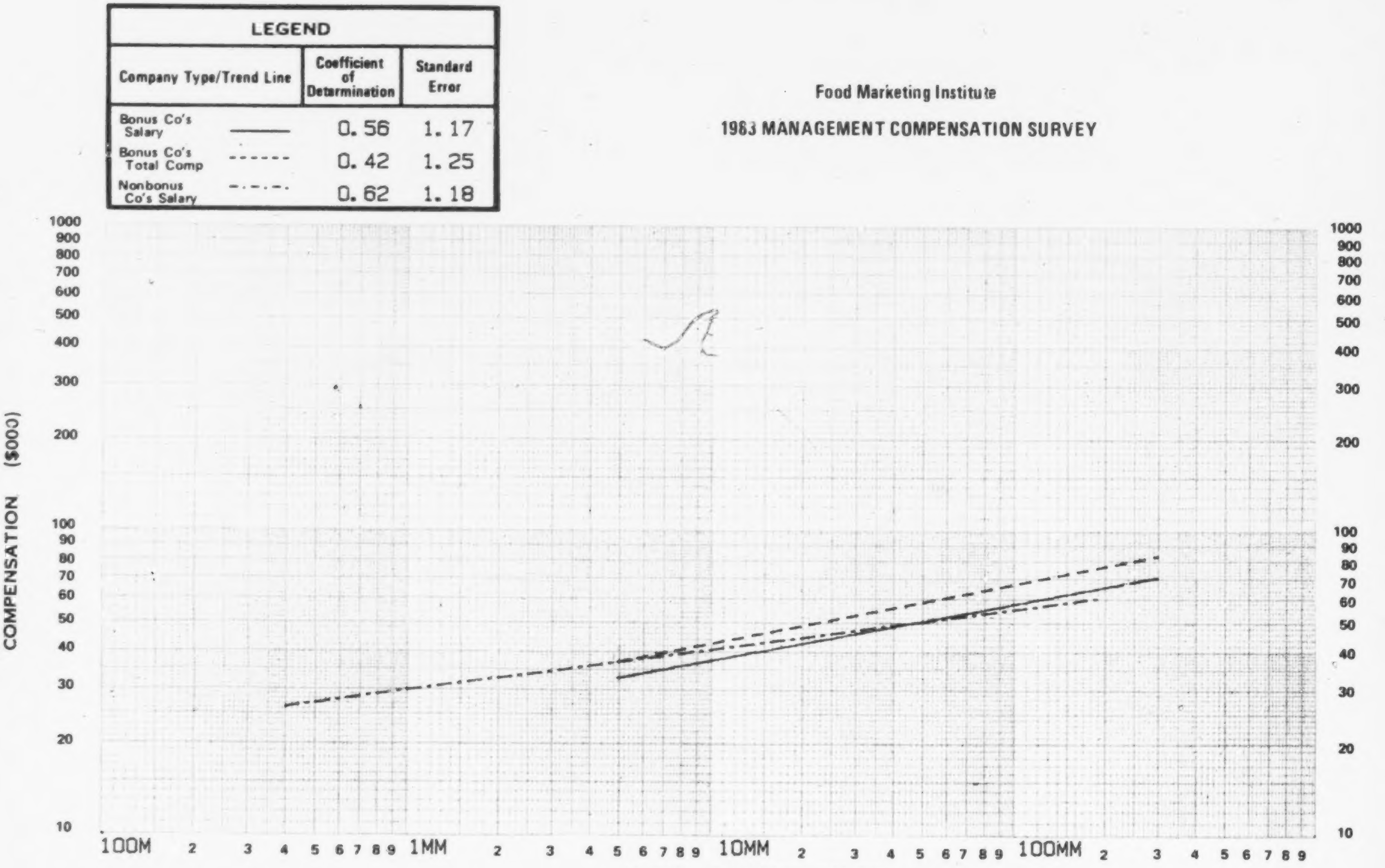
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	C.O.O.	$ 59.0	$ 0.0	$ 59.0				
TO	C.O.O.	56.0	7.8	63.8		$ 41.0	$ 53.0	$ 65.0
$25.0	VICE PRESIDENT	55.5	6.0	61.5		41.0	48.5	56.0
	VICE PRESIDENT	55.0	20.0	75.0		40.0	51.0	62.0
	C.O.O.				$ 48.5	41.5	52.0	62.5
	EXEC. V.P.	48.5	16.1	64.6				
	ASST. V.P./DIR				48.2	34.2	42.8	51.3
	EXEC. V.P.				48.0			
	VICE PRESIDENT	48.0	6.5	54.5				
	VICE PRESIDENT	45.3	17.5	62.8		33.8	42.9	52.1
	SENIOR V.P.	45.0	14.5	59.5		37.6	46.1	54.5
	VICE PRESIDENT	42.5	0.0	42.5		28.0	34.3	40.6
	REG. V.P./MGR.	40.9	7.0	47.9		40.5	41.5	42.6
	VICE PRESIDENT	36.0	0.0	36.0				
	NO IN POSITION: 14							
$ 37.8	WEIGHTED GROUP AVG:	$ 48.3	$ 8.7	$ 57.0	$ 48.2			
$24.9	CEO/PRESIDENT	$ 55.1	$ 10.4	$ 65.5				
TO	C.O.O.	53.0	1.2	54.2				
$10.0	SENIOR V.P.	45.0	0.0	45.0				
	VICE PRESIDENT	42.5	8.8	51.3		$ 36.6	$ 45.8	$ 57.7
	MANAGER	42.0	3.6	45.6		32.7	39.1	45.5
	VICE PRESIDENT				$ 41.0			
	VICE PRESIDENT				38.2			
	C.O.O.	36.7	2.2	38.9				
	C.O.O.				36.0			
	BOARD OF DIR.	34.8	4.0	38.8		35.8	42.1	48.5
	VICE PRESIDENT	33.8	1.9	35.7		22.9	30.4	37.8
	NO IN POSITION: 11							
$ 16.1	WEIGHTED GROUP AVG:	$ 42.9	$ 4.0	$ 46.9	$ 38.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$9.9	GROUP EXEC.	$ 46.0	$ 11.5	$ 57.5		$ 28.0	$ 36.0	$ 48.5
AND BELOW	C.O.O.				$ 42.1	42.1	43.6	45.0
	VICE PRESIDENT	39.0	19.5	58.5				
	VICE PRESIDENT				31.5			
	VICE PRESIDENT				31.2	25.0	32.5	40.0
	CEO/PRESIDENT	29.9	2.0	31.9				
	CEO/PRESIDENT	29.7	4.7	34.4				
	NO IN POSITION: 7							
$ 6.2	WEIGHTED GROUP AVG:	$ 36.2	$ 9.4	$ 45.6	$ 34.9			
NO SCOPE	SENIOR V.P.	$ 88.0	$ 27.9	$115.9		$ 81.6	$102.0	$122.4
REPORTED	VICE PRESIDENT	64.4	10.0	74.4		46.2	57.7	69.2
	C.O.O.				$ 52.2			
	CEO/PRESIDENT				52.0	51.4	61.7	74.0
	GROUP EXEC.	47.5	0.0	47.5				
	VICE PRESIDENT	45.6	5.8	51.4		36.3	48.4	60.5
	SENIOR V.P.	45.0	0.0	45.0				
	VICE PRESIDENT				40.7	28.1	37.3	46.5
	DIV. V.P./MGR.				30.3	26.4	33.0	39.6
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 58.1	$ 8.7	$ 66.8	$ 43.8			
	NO IN POSITION: 57							
$ 74.6	POSITION AVERAGE:	$ 50.4	$ 11.1	$ 61.5	$ 44.1			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.56	1.17
Bonus Co's Total Comp	------	0.42	1.25
Nonbonus Co's Salary	-·-·-·	0.62	1.18

SURVEY POSITION #23 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0	EXEC. V.P.	$130.0	$ 61.8	$191.8		$ 96.8	$121.0	$145.2
AND ABOVE	C.O.O.				$100.0			
	GROUP EXEC.	68.9	7.1	76.0		39.9	51.9	63.9
		64.5	0.0	64.5				
					50.0			
	GROUP EXEC.	47.8	8.8	56.6				
	NO IN POSITION: 6							
$ 204.5	WEIGHTED GROUP AVG:	$ 77.8	$ 19.4	$ 97.2	$ 75.0			
$99.9	EXEC. V.P.				$ 81.0			
TO	SENIOR V.P.	$ 76.0	$ 15.0	$ 91.0		$ 55.0	$ 65.0	$ 75.0
$50.0	C.O.O.	60.6	35.3	95.9				
	GROUP EXEC.	58.9	10.1	69.0		44.0	55.0	66.1
	EXEC. V.P.	57.5	5.8	63.3				
	EXEC. V.P.	53.0	17.6	70.6				
	NO IN POSITION: 6							
$ 77.4	WEIGHTED GROUP AVG:	$ 61.2	$ 16.8	$ 78.0	$ 81.0			

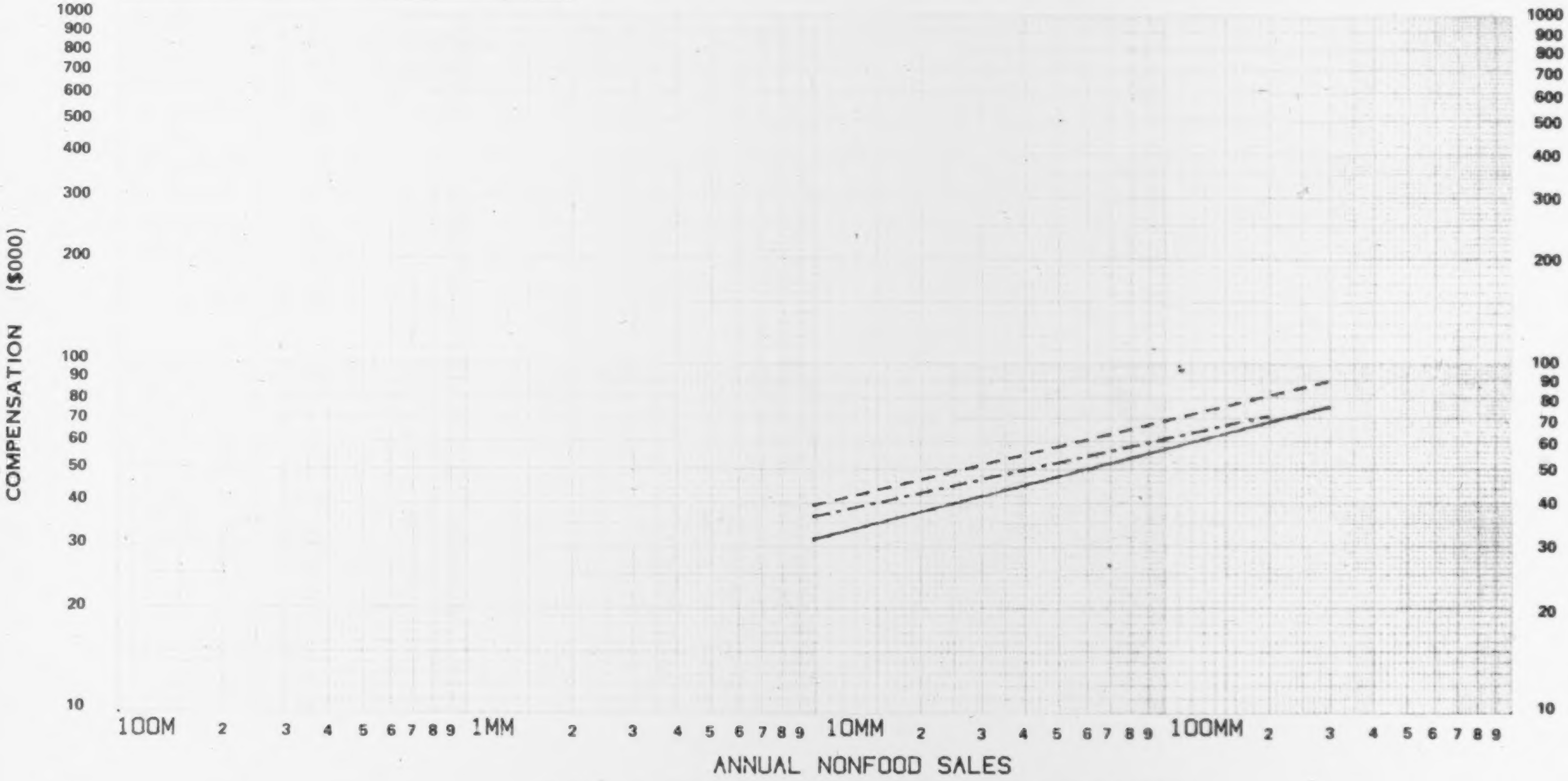
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	C.O.O.				$ 67.5			
TO	EXEC. V.P.	$ 55.0	$ 10.0	$ 65.0				
$25.0	ASST. V.P./DIR				50.0	$ 36.2	$ 45.2	$ 54.3
	C.O.O.				45.2			
	VICE PRESIDENT	40.5	13.6	54.1		33.8	42.9	52.1
	SENIOR V.P.				33.5	34.2	42.0	49.6
	GROUP EXEC.				31.5	31.2	38.4	45.6
	ASST. V.P./DIR	30.0	21.0	51.0				
	NO IN POSITION: 8							
$ 39.1	WEIGHTED GROUP AVG:	$ 41.8	$ 14.9	$ 56.7	$ 45.5			
$24.9	C.O.O.	$ 52.0	$ 2.0	$ 54.0				
AND BELOW	VICE PRESIDENT	44.0	6.0	50.0		$ 36.2	$ 43.4	$ 50.6
	EXEC. V.P.				$ 44.0			
	SENIOR V.P.				42.5	41.4	50.7	60.0
	VICE PRESIDENT				41.0			
	VICE PRESIDENT	37.1	7.0	44.1				
	VICE PRESIDENT	32.0	6.2	38.2		27.7	34.7	42.9
	VICE PRESIDENT				31.2	25.0	32.5	40.0
	VICE PRESIDENT	29.7	1.8	31.5		21.8	26.9	31.9
	CEO/PRESIDENT	23.9	2.6	26.5				
	NO IN POSITION: 10							
$ 14.5	WEIGHTED GROUP AVG:	$ 36.5	$ 4.2	$ 40.7	$ 39.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 68.5	$ 15.0	$ 83.5		$ 57.7	$ 72.1	$ 86.5
	VICE PRESIDENT	65.6	9.0	74.6		44.3	55.4	66.5
	REG. V.P./MGR.	39.9	9.0	48.9		39.5	40.8	42.1
	DIV. V.P./MGR.				$ 39.6	30.4	38.0	45.6
	VICE PRESIDENT	37.2	3.9	41.1		36.3	48.4	60.5
	VICE PRESIDENT				33.0	28.1	37.3	46.5
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 52.8	$ 9.2	$ 62.0	$ 36.3			
	NO IN POSITION: 36							
$ 71.6	POSITION AVERAGE:	$ 53.3	$ 12.2	$ 65.5	$ 49.3			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.55	1.24
Bonus Co's Total Comp	------	0.49	1.25
Nonbonus Co's Salary	-.-.-.	0.21	1.40



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

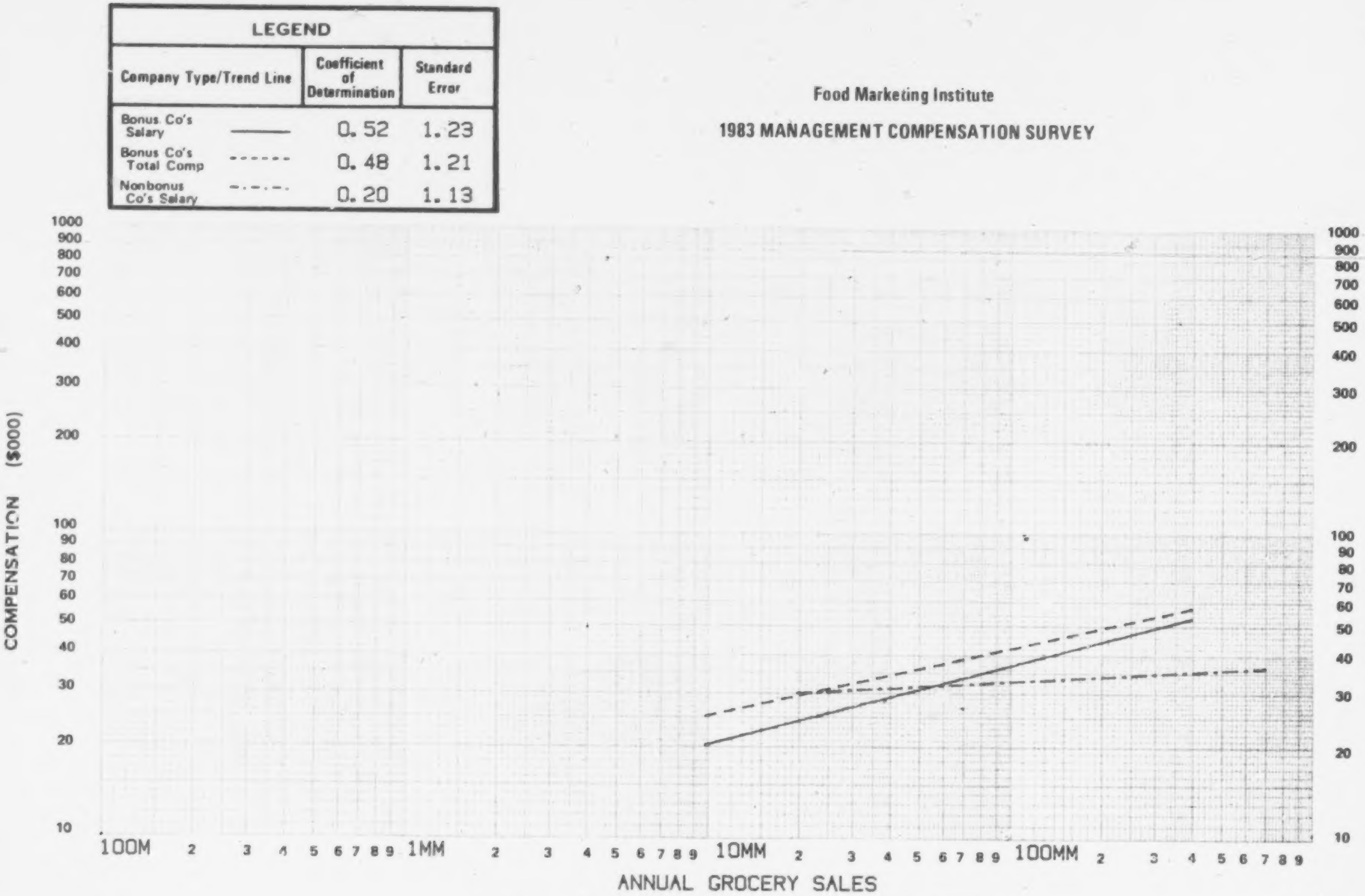
SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND ABOVE	VICE PRESIDENT	$ 45.0	$ 0.0	$ 45.0				
	VICE PRESIDENT	45.0	0.0	45.0		$ 38.9	$ 47.2	$ 55.5
	DIV. V.P./MGR.	43.7	6.6	50.3				
	VICE PRESIDENT				$ 41.0			
	VICE PRESIDENT				36.5	28.3	36.0	43.5
					36.4	27.1	33.9	40.6
	VICE PRESIDENT				33.5	31.2	38.1	45.3
	DIST.MANAGER				31.5	26.2	32.8	39.4
	DIV. V.P./MGR.				29.5			
	NO IN POSITION: 10							
$,437.4	WEIGHTED GROUP AVG:	$ 44.6	$ 2.2	$ 46.8	$ 35.0			
$249.9 TO $150.0	REG. V.P./MGR.	$ 52.3	$ 3.9	$ 56.2		$ 34.3	$ 43.0	$ 51.5
	CEO/PRESIDENT	52.0	9.4	61.4				
	SENIOR V.P.				$ 50.0			
	VICE PRESIDENT	43.0	5.8	48.8		31.1	37.1	43.1
	REG. V.P./MGR.	39.9	9.0	48.9		39.5	40.8	42.1
	VICE PRESIDENT	36.0	4.5	40.5				
	MANAGER	21.5	0.6	22.1				
	NO IN POSITION: 16							
$ 184.2	WEIGHTED GROUP AVG:	$ 42.7	$ 5.6	$ 48.3	$ 50.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	VICE PRESIDENT	$ 46.7	$ 7.9	$ 54.6				
TO	DIV. V.P./MGR.	44.8	4.7	49.5		$ 37.0	$ 46.3	$ 55.6
$100.0	VICE PRESIDENT	42.5	5.5	48.0				
	REG. V.P./MGR.	41.6	4.2	45.8		31.1	37.1	43.1
	VICE PRESIDENT				$ 39.2			
	ASST. V.P./DIR	37.7	8.0	45.7				
	DIST.MANAGER				36.7	31.2	38.4	45.6
	ASST. V.P./DIR	34.5	4.7	39.2		28.9	36.1	43.4
	DIST.MANAGER	34.0	0.0	34.0		30.0	35.0	40.0
	MANAGER				33.3			
	NO IN POSITION: 28							
$ 128.7	WEIGHTED GROUP AVG:	$ 41.0	$ 4.7	$ 45.7	$ 34.9			
$99.9	VICE PRESIDENT	$ 39.0	$ 19.5	$ 58.5				
TO	GROUP EXEC.	36.0	4.5	40.5		$ 26.0	$ 33.0	$ 40.0
$50.0	C.O.O.				$ 34.3	34.1	35.8	37.4
	EXEC. V.P.	33.8	4.0	37.8				
	VICE PRESIDENT				29.9	25.4	29.9	34.3
	VICE PRESIDENT				26.0	20.0	25.0	30.0
	CEO/PRESIDENT	22.4	2.6	25.0				
	NO IN POSITION: 8							
$ 65.6	WEIGHTED GROUP AVG:	$ 32.8	$ 7.7	$ 40.5	$ 30.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	VICE PRESIDENT	$ 35.1	$ 3.8	$ 38.9		$ 28.9	$ 34.0	$ 39.1
AND BELOW		33.8	0.0	33.8				
	ASST. V.P./DIR				$ 30.9			
	ASST. V.P./DIR	29.0	0.0	29.0				
	CEO/PRESIDENT	13.9	9.7	23.6				
	NO IN POSITION: 13							
$ 24.4	WEIGHTED GROUP AVG:	$ 24.2	$ 5.1	$ 29.3	$ 30.9			
NO SCOPE	ASST. V.P./DIR	$ 51.0	$ 11.0	$ 62.0		$ 42.3	$ 52.8	$ 63.3
REPORTED	ASST. V.P./DIR	49.4	10.6	60.0		42.3	52.8	63.3
	ASST. V.P./DIR	48.5	7.5	56.0		42.3	52.8	63.3
	REG. V.P./MGR.	40.6	18.6	59.2		39.0	40.0	43.5
		40.0	0.0	40.0				
	EXEC. V.P.				$ 32.4			
	ASST. V.P./DIR				31.0	24.8	29.8	35.7
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION: 31							
	WEIGHTED GROUP AVG:	$ 44.5	$ 12.4	$ 56.9	$ 31.3			
	NO IN POSITION: 106							
$ 156.9	POSITION AVERAGE:	$ 40.3	$ 7.6	$ 47.9	$ 33.7			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.52	1.23
Bonus Co's Total Comp	- - - - - -	0.48	1.21
Nonbonus Co's Salary	-.-.-.-	0.20	1.13

SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

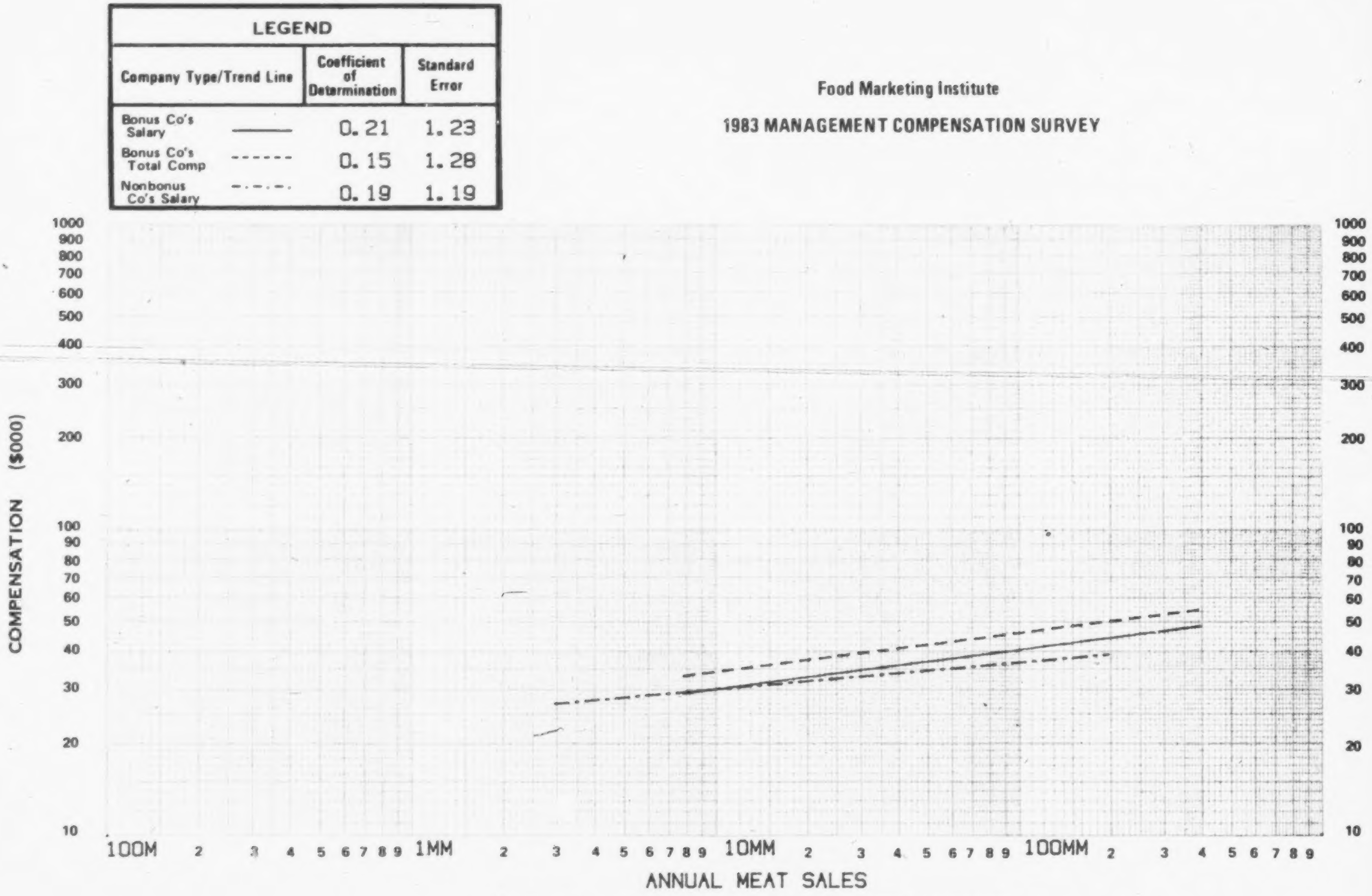
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE					$ 52.9	$ 32.1	$ 40.3	$ 48.5
	C.O.O.				50.0			
	VICE PRESIDENT				46.0			
	DIV. V.P./MGR.	$ 41.1	$ 6.6	$ 47.7				
	ASST. V.P./DIR				41.0			
					37.6	27.1	33.9	40.6
					33.6	23.6	30.8	38.1
					27.6	21.6	28.3	35.0
	MANAGER	25.5	2.4	27.9				
	NO IN POSITION: 12							
$ 128.8	WEIGHTED GROUP AVG:	$ 33.3	$ 4.5	$ 37.8	$ 40.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	REG. V.P./MGR.	$ 53.5	$ 14.1	$ 67.6		$ 36.3	$ 45.5	$ 54.5
TO	VICE PRESIDENT	47.7	9.0	56.7				
$25.0	DIV. V.P./MGR.	47.5	5.0	52.5		37.0	46.3	55.6
	VICE PRESIDENT	42.2	5.4	47.6		31.1	37.1	43.1
	REG. V.P./MGR.	41.5	4.3	45.8		31.1	37.1	43.1
	VICE PRESIDENT	40.0	0.0	40.0		38.9	47.2	55.5
	VICE PRESIDENT				$ 39.2			
	VICE PRESIDENT	38.0	5.0	43.0				
	VICE PRESIDENT	34.0	0.0	34.0		30.0	35.0	40.0
	MANAGER				33.8			
	VICE PRESIDENT	33.2	5.5	38.7		28.9	34.0	39.1
	DIST.MANAGER				33.0	27.0	33.0	39.0
	VICE PRESIDENT	31.6	4.7	36.3		26.7	33.4	40.0
	VICE PRESIDENT				30.3			
	ASST. V.P./DIR	30.3	5.4	35.7				
	MANAGER				30.1	23.9	29.9	35.8
	DIV. V.P./MGR.				29.9			
					28.6	19.8	25.9	32.1
	MANAGER				28.2	23.4	29.2	35.1
	VICE PRESIDENT				26.0	20.0	25.0	30.0
	MANAGER	24.7	2.1	26.8		18.5	22.7	26.8
	NO IN POSITION:	61						
$ 41.1	WEIGHTED GROUP AVG:	$ 39.5	$ 4.8	$ 44.3	$ 31.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	GROUP EXEC.				$ 40.0	$ 32.4	$ 39.7	$ 47.0
	VICE PRESIDENT	$ 40.0	$ 4.3	$ 44.3		32.7	39.1	45.5
	VICE PRESIDENT	39.0	19.5	58.5				
	MANAGER				34.5	33.9	41.4	48.9
	VICE PRESIDENT				33.6	34.1	35.8	37.4
	DIST.MANAGER				32.5	26.2	32.8	39.4
					32.5	23.6	30.8	38.1
	SENIOR V.P.				32.4	31.2	32.4	33.3
	GROUP EXEC.	32.1	8.0	40.1		24.0	28.5	34.0
	GROUP EXEC.				32.0			
	EXEC. V.P.	31.2	5.3	36.5				
					29.9	19.8	25.9	32.1
	ASST. V.P./DIR	29.8	2.2	32.0		25.9	31.6	37.5
	ASST. V.P./DIR	29.6	0.0	29.6				
	ASST. V.P./DIR				27.5			
	CEO/PRESIDENT	23.6	2.5	26.1				
	NO IN POSITION: 67							
$ 13.6	WEIGHTED GROUP AVG:	$ 31.4	$ 4.2	$ 35.6	$ 32.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.9	$ 10.4	$ 62.3		$ 42.3	$ 52.8	$ 63.6
	ASST. V.P./DIR	49.5	9.3	58.8		42.3	52.8	63.3
	ASST. V.P./DIR	47.2	8.1	55.3		42.3	52.8	63.3
		43.0	0.0	43.0				
	REG. V.P./MGR.	42.6	10.5	53.1		36.0	43.5	48.5
	ASST. V.P./DIR				$ 33.3	25.7	34.3	42.9
	ASST. V.P./DIR				32.0	24.8	29.8	35.7
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION: 34							
	WEIGHTED GROUP AVG:	$ 44.1	$ 8.1	$ 52.2	$ 33.0			
	NO IN POSITION: 174							
$ 35.4	POSITION AVERAGE:	$ 39.6	$ 5.8	$ 45.4	$ 32.9			



SURVEY POSITION #26 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$25.0	VICE PRESIDENT				$ 48.5			
AND ABOVE	VICE PRESIDENT	$ 47.4	$ 0.0	$ 47.4		$ 38.9	$ 47.2	$ 55.5
	VICE PRESIDENT				46.2			
	DIV. V.P./MGR.	41.1	6.6	47.7				
					40.0	27.1	33.9	40.6
					34.5	24.7	30.5	36.2
					31.7			
					29.9			
	MANAGER				28.0	28.3	36.0	43.5
	DIV. V.P./MGR.				27.3			
	NO IN POSITION:	29						
$ 59.1	WEIGHTED GROUP AVG:	$ 44.3	$ 3.3	$ 47.6	$ 31.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

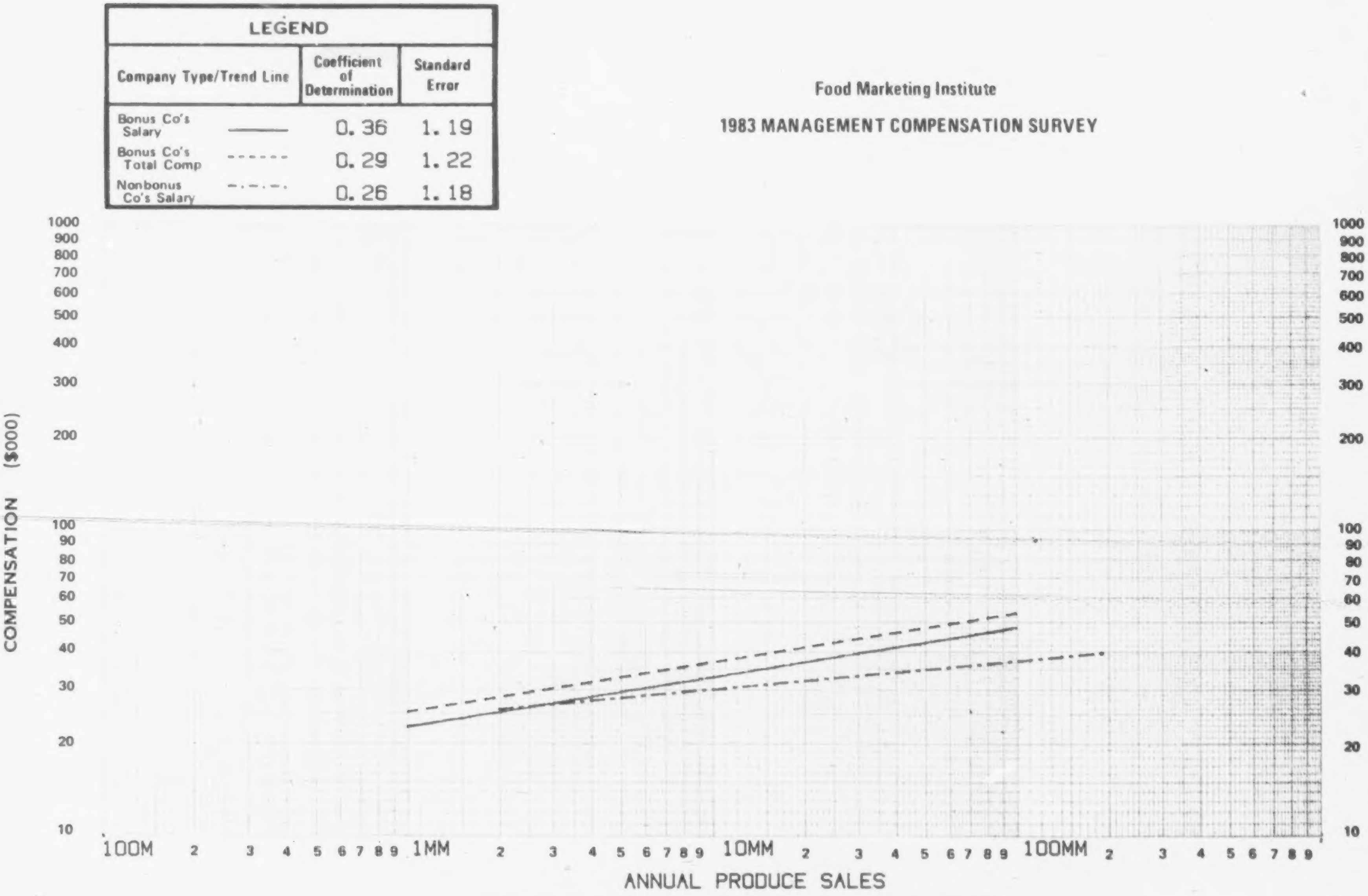
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$24.9	VICE PRESIDENT	$ 47.7	$ 9.0	$ 56.7				
TO	DIV. V.P./MGR.	44.1	4.7	48.8		$ 37.0	$ 46.3	$ 55.6
$10.0	MANAGER	41.8	5.4	47.2		31.1	37.1	43.1
	VICE PRESIDENT	41.0	0.0	41.0		35.0	40.0	45.0
	VICE PRESIDENT	37.5	3.7	41.2		29.6	35.2	40.8
	DIST.MANAGER				$ 37.1	32.0	38.9	45.8
	VICE PRESIDENT	37.0	4.8	41.8				
	VICE PRESIDENT	35.6	2.6	38.2		26.6	31.6	36.6
	DIST.MANAGER				32.4	26.2	32.8	39.4
	VICE PRESIDENT	31.9	5.3	37.2				
	VICE PRESIDENT	31.7	3.0	34.7		27.3	32.1	36.9
	DIST.MANAGER				31.7	27.0	33.0	39.0
	ASST. V.P./DIR	30.9	4.7	35.6		25.7	32.1	38.6
	ASST. V.P./DIR	29.1	3.8	32.9		25.9	31.6	37.5
	MANAGER				29.1	23.9	29.9	35.8
	MANAGER	27.7	2.7	30.4				
					27.3			
	MANAGER				27.1	23.4	29.2	35.1
	ASST. V.P./DIR	27.0	5.0	32.0				
					25.9			
	NO IN POSITION: 65							
$ 17.6	WEIGHTED GROUP AVG:	$ 36.6	$ 4.1	$ 40.7	$ 29.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$9.9 AND BELOW	VICE PRESIDENT	$ 39.0	$ 19.5	$ 58.5				
	C.O.O.				$ 37.5	$ 34.1	$ 35.8	$ 37.4
	EXEC. V.P.	36.1	8.0	44.1				
	ASST. V.P./DIR	34.9	3.5	38.4		34.3	35.0	36.4
	VICE PRESIDENT				34.3			
		30.2	0.0	30.2				
		30.0	3.0	33.0				
	DIV. V.P./MGR.				29.7	28.6	29.7	30.9
	ASST. V.P./DIR	29.4	0.0	29.4				
	GROUP EXEC.				29.3			
	GROUP EXEC.	28.9	7.2	36.1		26.5	32.0	36.0
	ASST. V.P./DIR				26.9			
					25.3			
	MANAGER	24.0	2.0	26.0		18.5	22.7	26.8
	CEO/PRESIDENT	21.9	2.5	24.4				
	NO IN POSITION: 43							
$ 4.7	WEIGHTED GROUP AVG:	$ 29.0	$ 3.6	$ 32.6	$ 27.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 53.0	$ 10.6	$ 63.6		$ 42.3	$ 52.8	$ 63.3
	ASST. V.P./DIR	48.4	8.7	57.1		42.3	52.8	63.3
	ASST. V.P./DIR	47.5	11.7	59.2		42.3	52.8	63.3
		44.0	0.0	44.0				
	REG. V.P./MGR.	39.2	11.6	50.8				
	ASST. V.P./DIR				$ 39.0	35.7	42.8	51.4
	ASST. V.P./DIR				31.4	23.6	31.5	39.3
	VICE PRESIDENT	28.0	0.0	28.0				
	ASST. V.P./DIR				27.5	26.0	28.0	30.0
	NO IN POSITION: 34							
	WEIGHTED GROUP AVG:	$ 42.8	$ 9.0	$ 51.8	$ 33.5			
	NO IN PCSITION: 171							
$ 22.3	POSITION AVERAGE:	$ 37.0	$ 5.5	$ 42.5	$ 29.8			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.19
Bonus Co's Total Comp	------	0.29	1.22
Nonbonus Co's Salary	-.-.-.	0.26	1.18

SURVEY POSITION #27 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

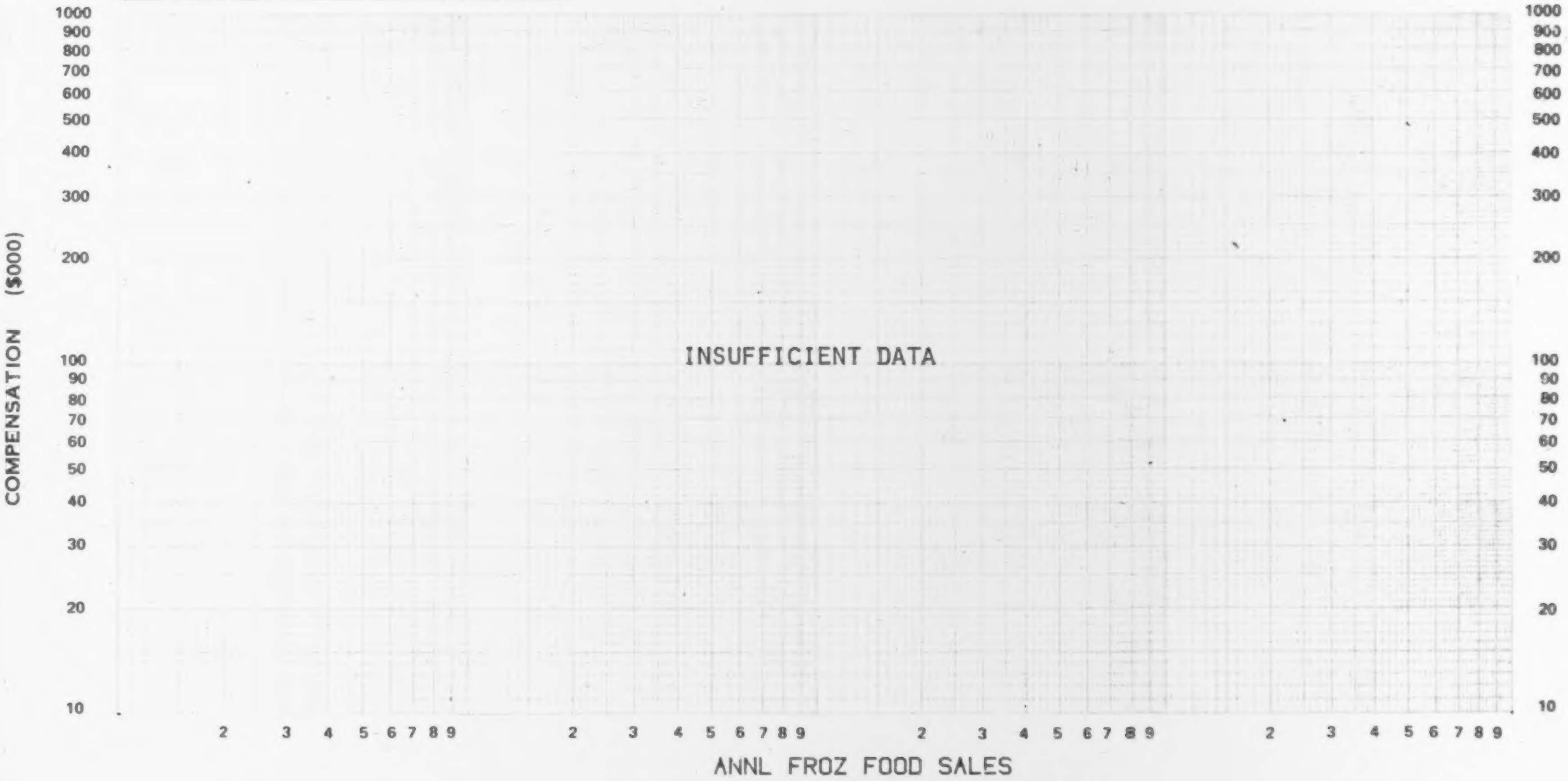
Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$125.0 AND BELOW	VICE PRESIDENT				$ 33.8	$ 25.0	$ 32.5	$ 40.0
	VICE PRESIDENT	$ 33.5	$ 0.0	$ 33.5		30.0	35.0	40.0
	VICE PRESIDENT	31.2	4.4	35.6				
	VICE PRESIDENT	28.6	0.0	28.6				
	DIST.MANAGER				28.0	26.2	32.8	39.4
					27.3	23.1	28.9	34.7
	NO IN POSITION: 6							
$ 38.5	WEIGHTED GROUP AVG:	$ 31.1	$ 1.5	$ 32.6	$ 29.7			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 27.5			
	NO IN POSITION: 7							
$ 38.5	POSITION AVERAGE:	$ 31.1	$ 1.5	$ 32.6	$ 29.2			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #28 - FROZEN FOODS
MERCHANDISER

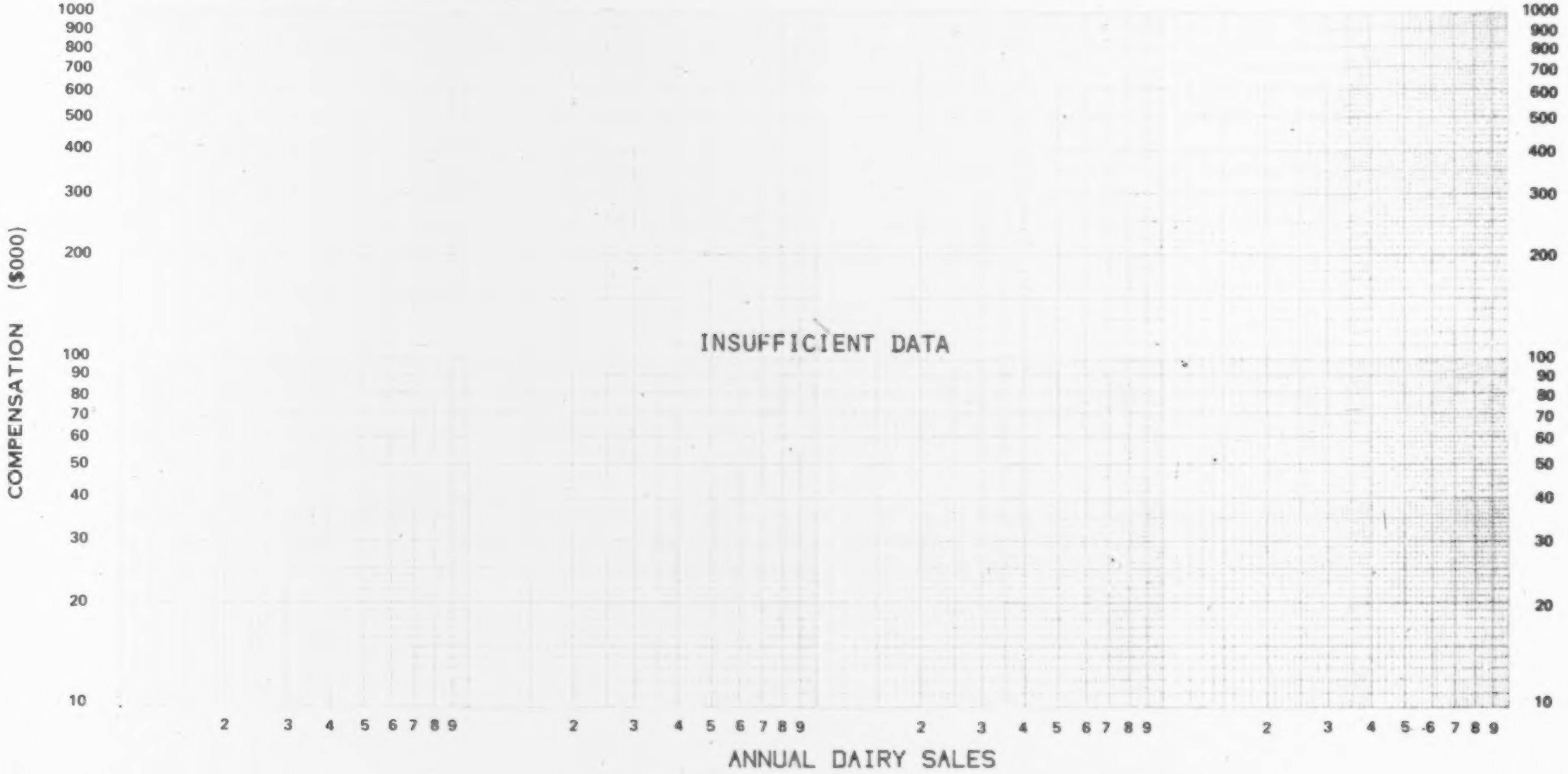
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	DIV. V.P./MGR.	$ 46.5	$ 4.7	$ 51.2		$ 37.0	$ 46.3	$ 55.6
					$ 44.6	34.2	42.8	51.3
					44.1	32.1	40.3	48.5
	VICE PRESIDENT				39.0	25.0	32.5	40.0
	ASST. V.P./DIR	30.0	17.0	47.0				
	NO IN POSITION: 11							
$ 38.7	WEIGHTED GROUP AVG:	$ 44.4	$ 6.3	$ 50.7	$ 42.6			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 28.6			
	NO IN POSITION: 12							
$ 38.7	POSITION AVERAGE:	$ 44.4	$ 6.3	$ 50.7	$ 39.1			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	–·–·–·		



SURVEY POSITION #29 - DAIRY MERCHANDISER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

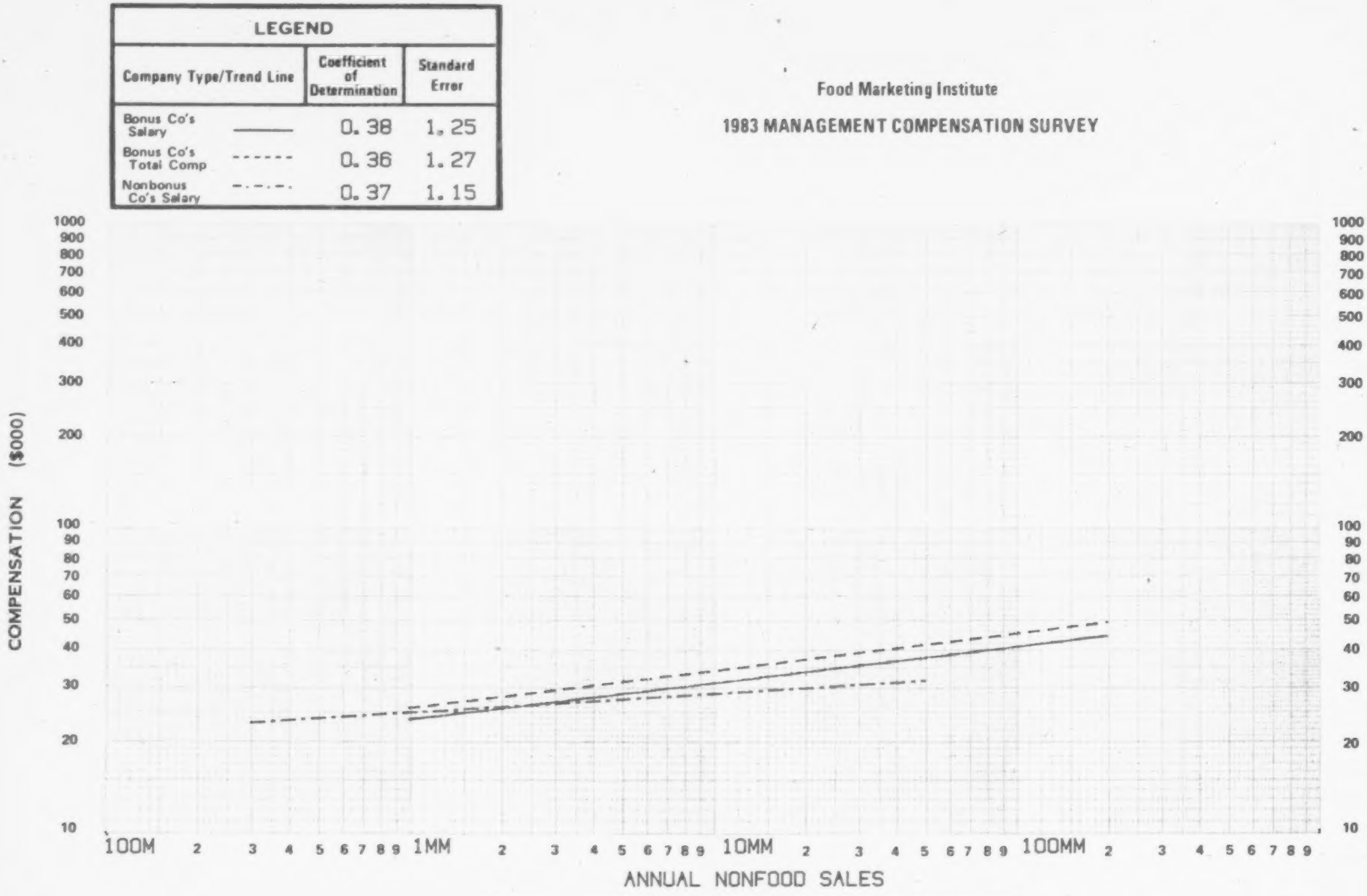
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0	VICE PRESIDENT	$ 48.2	$ 3.3	$ 51.5		$ 33.2	$ 43.2	$ 53.2
AND ABOVE	VICE PRESIDENT	43.2	5.7	48.9				
					$ 39.1	28.7	35.8	43.0
	DIV. V.P./MGR.	37.4	4.2	41.6				
	MANAGER				32.5			
	SENIOR V.P.	23.5	2.5	26.0				
	NO IN POSITION: 16							
$ 57.7	WEIGHTED GROUP AVG:	$ 30.8	$ 3.2	$ 34.0	$ 33.3			
$39.9	DIV. V.P./MGR.	$ 44.3	$ 5.0	$ 49.3		$ 37.0	$ 46.3	$ 55.6
TO	VICE PRESIDENT	39.4	6.0	45.4				
$10.0	VICE PRESIDENT	37.0	0.0	37.0		31.7	37.9	44.2
	DIV. V.P./MGR.				$ 34.4			
	VICE PRESIDENT	31.7	4.7	36.4		25.7	32.1	38.5
	ASST. V.P./DIR				26.6	25.9	31.6	37.5
					25.0			
	NO IN POSITION: 16							
$ 28.2	WEIGHTED GROUP AVG:	$ 40.1	$ 4.6	$ 44.7	$ 28.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	VICE PRESIDENT	$ 32.7	$ 5.5	$ 38.2		$ 25.6	$ 30.1	$ 34.6
	EXEC. V.P.	31.9	3.3	35.2				
	VICE PRESIDENT				$ 28.6	25.0	32.5	40.0
	DIST.MANAGER				28.2	23.9	29.9	35.9
					26.9			
					26.0			
					25.3			
					25.1			
	MANAGER				22.8	18.2	22.7	27.3
					21.8			
	MANAGER	19.9	0.5	20.4				
	NO IN POSITION: 52							
$ 2.8	WEIGHTED GROUP AVG:	$ 24.0	$ 1.8	$ 25.8	$ 24.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 48.4	$ 8.2	$ 56.6		$ 42.3	$ 52.8	$ 63.3
		48.0	0.0	48.0				
	ASST. V.P./DIR	42.9	9.3	52.2		42.3	52.8	63.3
	ASST. V.P./DIR	40.5	5.5	46.0		42.3	52.8	63.3
	C.O.O.				$ 36.4			
	REG. V.P./MGR.	35.4	1.3	36.7		27.6	34.6	41.5
	REG. V.P./MGR.	34.4	10.5	44.9		31.0	34.0	37.0
	ASST. V.P./DIR				31.5			
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 38.7	$ 8.0	$ 46.7	$ 34.8			
	NO IN POSITION: 106							
$ 18.1	POSITION AVERAGE:	$ 35.7	$ 5.4	$ 41.1	$ 26.3			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	DIV. V.P./MGR.	$ 46.0	$ 8.0	$ 54.0				
	VICE PRESIDENT				$ 36.9			
	MANAGER	34.2	0.5	34.7		$ 31.1	$ 37.3	$ 43.3
	ASST. V.P./DIR	32.5	9.8	42.3				
	ASST. V.P./DIR				30.7	27.0	33.8	40.6
	DIV. V.P./MGR.				29.8			
	VICE PRESIDENT	23.0	0.0	23.0				
	NO IN POSITION: 24							
$ 172.1	WEIGHTED GROUP AVG:	$ 31.6	$ 2.2	$ 33.8	$ 33.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

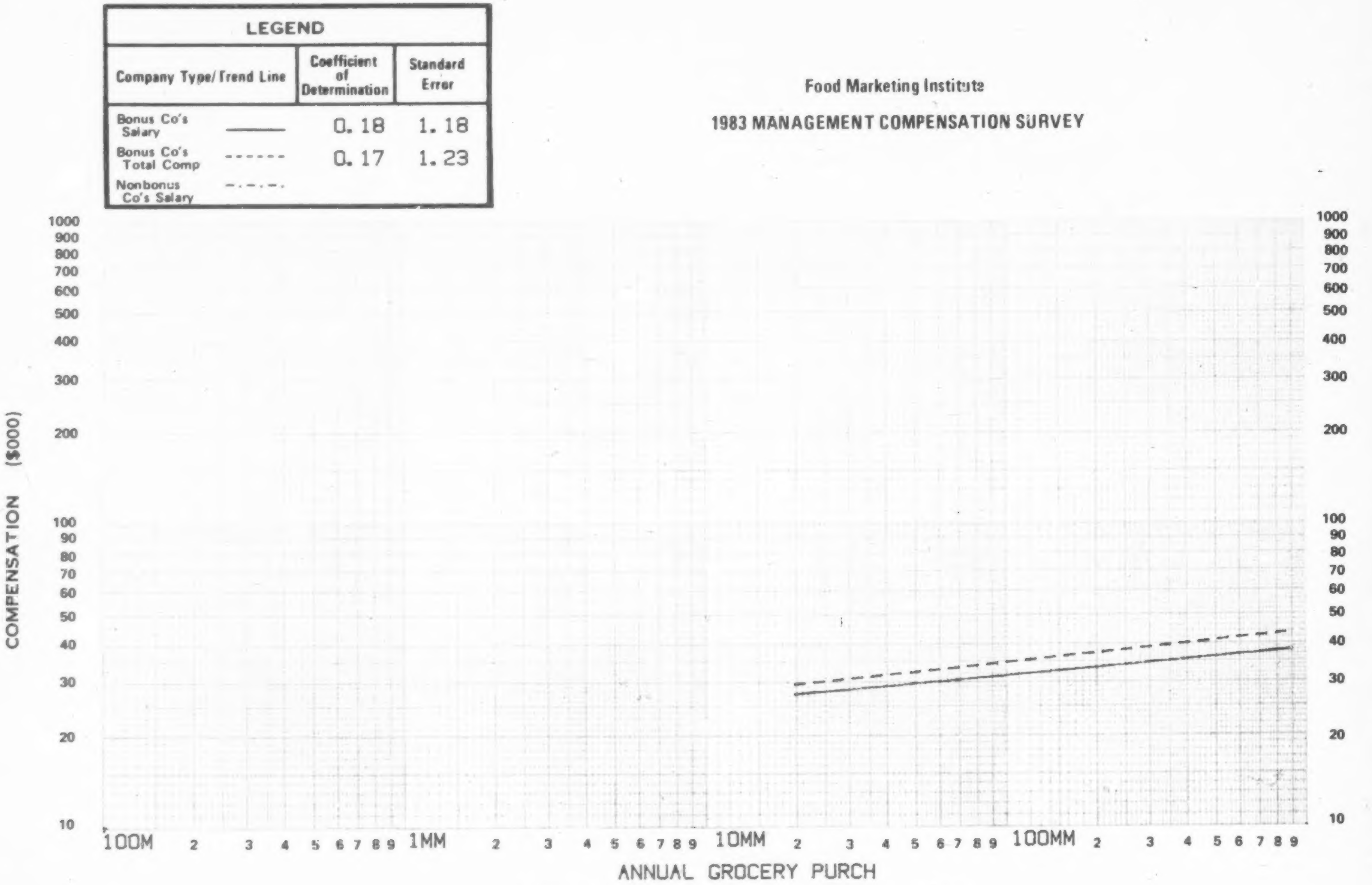
SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9	CEO/PRESIDENT	$ 33.0	$ 8.0	$ 41.0				
TO	VICE PRESIDENT	32.8	2.3	35.1		$ 28.4	$ 33.5	$ 38.5
$50.0					$ 32.1	23.1	28.9	34.7
	VICE PRESIDENT				32.0	25.6	32.4	39.2
	DIV. V.P./MGR.	30.3	3.5	33.8		25.3	31.6	37.9
	MANAGER	29.7	4.7	34.4		23.3	29.2	35.0
	VICE PRESIDENT				29.4	28.3	34.7	41.1
					29.2	24.7	30.5	36.2
	MANAGER	28.5	2.8	31.3		22.7	26.7	30.7
	GROUP EXEC.				26.0			
	MANAGER	25.8	0.7	26.5				
	ASST. V.P./DIR	25.1	0.0	25.1		21.9	25.6	29.3
					23.8			
	NO IN POSITION: 44							
$ 63.2	WEIGHTED GROUP AVG:	$ 28.6	$ 2.8	$ 31.4	$ 29.4			
$49.9	MANAGER	$ 39.6	$ 2.0	$ 41.6		$ 28.0	$ 36.9	$ 45.8
AND BELOW	DIV. V.P./MGR.				$ 34.2	25.9	30.0	35.8
	MANAGER	33.8	2.6	36.4		28.0	33.4	38.7
	VICE PRESIDENT	33.1	4.6	37.7				
	MANAGER				33.0	28.4	34.3	40.2
	VICE PRESIDENT				31.2	30.1	31.8	33.5
	ASST. V.P./DIR	28.9	0.0	28.9				
	MANAGER	27.2	2.5	29.7				
	REG. V.P./MGR.				26.3	22.9	27.5	32.1
	MANAGER	25.2	4.4	29.6				
	VICE PRESIDENT	24.1	1.6	25.7		19.1	28.5	37.8
	NO IN POSITION: 68							
$ 25.9	WEIGHTED GROUP AVG:	$ 30.0	$ 2.9	$ 32.9	$ 28.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	CEO/PRESIDENT				$ 38.0			
REPORTED	ASST. V.P./DIR				36.5			
	ASST. V.P./DIR				35.8	$ 26.4	$ 33.0	$ 39.6
	MANAGER	$ 35.6	$ 0.7	$ 36.3		29.0	36.3	43.6
	REG. V.P./MGR.	35.6	22.6	58.2		30.0	35.0	42.0
		34.6	3.0	37.6				
		33.0	0.0	33.0				
	MANAGER				32.6	28.2	35.5	42.5
	MANAGER				32.4	28.2	35.5	42.5
	GROUP EXEC.				32.1	27.0	33.0	39.0
	VICE PRESIDENT				31.8	23.9	29.9	35.8
	MANAGER				31.6	23.6	31.5	39.3
					30.6			
		30.5	0.7	31.2		20.7	27.6	34.5
	MANAGER				30.4	28.2	35.5	42.5
	MANAGER				29.7	23.4	29.2	35.1
	ASST. V.P./DIR				27.5			
	ASST. V.P./DIR				27.4	19.7	24.6	29.6
					27.2			
	ASST. V.P./DIR	26.2	4.5	30.7		21.3	26.6	32.7
					25.7	18.4	23.0	27.6
	MANAGER	25.1	2.5	27.6		21.2	26.0	30.8
	MANAGER				24.7			
					22.7			
	VICE PRESIDENT	22.0	0.0	22.0				
	GROUP EXEC.	20.0	5.0	25.0				
	NO IN POSITION: 124							
	WEIGHTED GROUP AVG:	$ 31.3	$ 6.9	$ 38.2	$ 30.2			
	NO IN POSITION: 260							
$ 63.8	POSITION AVERAGE:	$ 30.4	$ 4.4	$ 34.8	$ 29.7			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #31 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	DIV. V.P./MGR.	$ 41.1	$ 6.1	$ 47.2				
AND ABOVE	MANAGER	38.8	0.9	39.7		$ 33.8	$ 41.4	$ 48.9
	MANAGER	36.3	0.6	36.9		29.0	36.3	43.6
					$ 35.0	22.9	29.0	33.2
	VICE PRESIDENT	34.3	0.0	34.3				
	VICE PRESIDENT				34.0			
	VICE PRESIDENT				32.9	28.3	34.7	41.1
	NO IN POSITION: 8							
$ 138.4	WEIGHTED GROUP AVG:	$ 37.4	$ 1.6	$ 39.0	$ 34.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

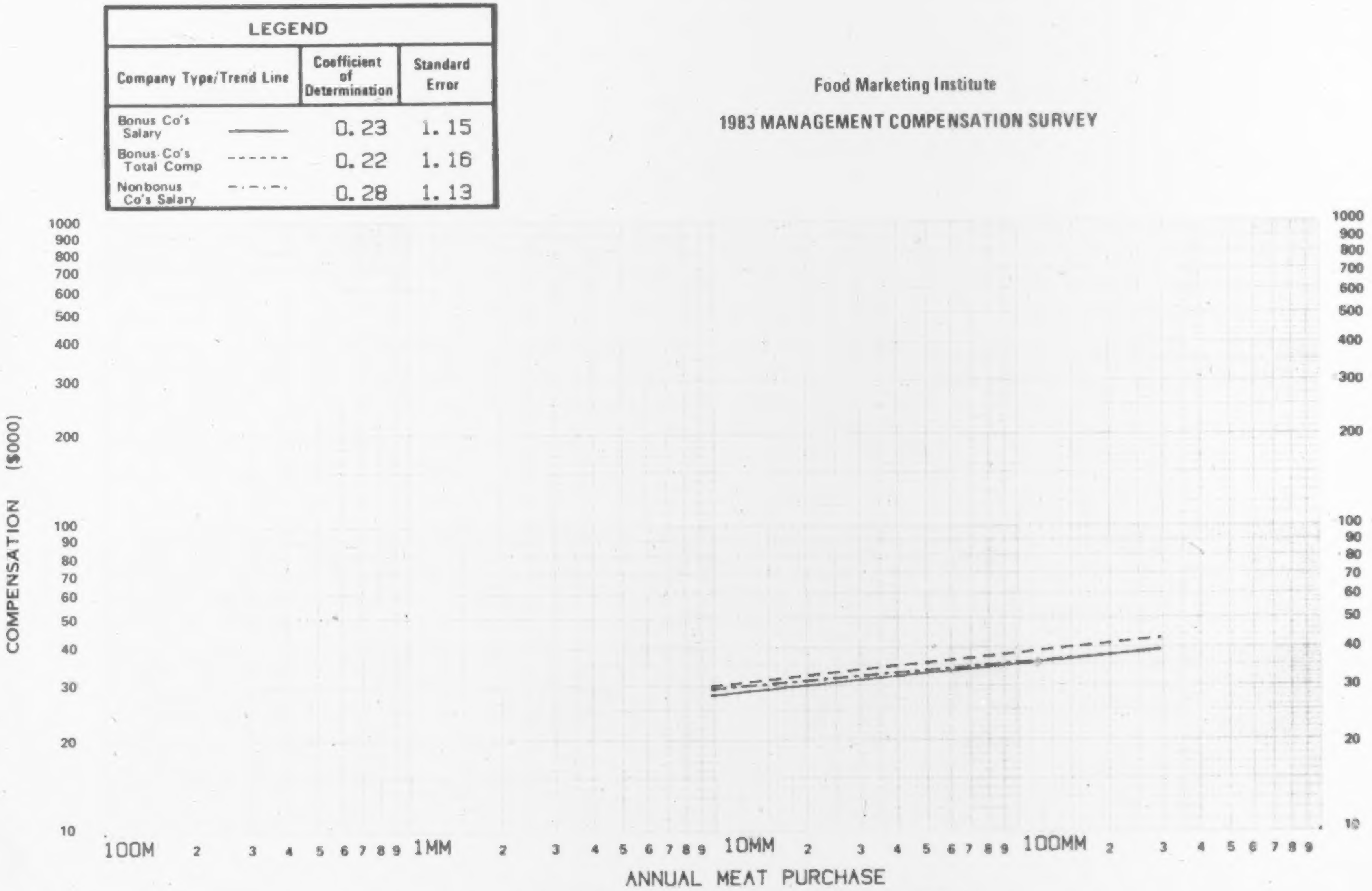
SCOPE ANNUAL MEAT PURCHASE ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$74.9	ASST. V.P./DIR	$ 39.1	$ 7.5	$ 46.6				
TO	VICE PRESIDENT				$ 36.3			
$25.0	VICE PRESIDENT	36.0	5.4	41.4				
	MANAGER	35.0	1.3	36.3		$ 29.6	$ 36.2	$ 42.9
	VICE PRESIDENT				35.0	30.1	36.5	42.9
	VICE PRESIDENT				34.4	25.6	32.4	39.6
	VICE PRESIDENT	33.3	3.5	36.8		28.2	35.3	42.3
	MANAGER	33.2	1.3	34.5		27.6	34.6	41.5
	MANAGER	32.8	1.4	34.2		28.0	33.4	38.7
	MANAGER	30.9	2.5	33.4				
	MANAGER	27.8	7.0	34.8				
	VICE PRESIDENT	27.7	1.7	29.4		21.8	26.9	31.9
	MANAGER	27.1	2.5	29.6		25.7	27.6	29.5
	ASST. V.P./DIR	26.4	0.0	26.4		26.1	30.6	35.8
	MANAGER	24.8	2.6	27.4		21.2	26.0	30.8
	NO IN POSITION: 28							
$ 36.7	WEIGHTED GROUP AVG:	$ 30.6	$ 2.6	$ 33.2	$ 34.9			
$24.9	SENIOR V.P.				$ 37.6	$ 35.8	$ 37.0	$ 39.9
AND BELOW					35.9	26.0	32.5	39.0
		$ 35.0	$ 3.0	$ 38.0				
					28.0			
	REG. V.P./MGR.				25.0	22.9	27.5	32.1
	NO IN POSITION: 14							
$ 13.8	WEIGHTED GROUP AVG:	$ 35.0	$ 3.0	$ 38.0	$ 28.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.				$ 49.5			
	MANAGER	$ 41.5	$ 6.9	$ 48.4				
					41.1	$ 40.5	$ 41.0	$ 41.6
	REG. V.P./MGR.	37.4	16.3	53.7		23.0	35.0	46.0
	MANAGER	36.5	3.2	39.7		28.2	35.5	42.5
	GROUP EXEC.				36.5	27.0	33.0	39.0
	ASST. V.P./DIR				36.3	32.7	36.3	39.9
	VICE PRESIDENT				35.5	28.6	35.8	43.0
	ASST. V.P./DIR				34.5	23.4	30.2	37.0
	ASST. V.P./DIR				34.2	25.7	34.3	42.9
	MANAGER	34.1	3.6	37.7		28.2	35.5	42.5
	MANAGER	33.9	3.6	37.5		28.2	35.5	42.5
	MANAGER				29.8	23.4	29.2	35.1
	VICE PRESIDENT				28.9	24.4	27.9	31.5
					27.5			
	ASST. V.P./DIR				27.5			
					26.5			
	VICE PRESIDENT	26.0	0.0	26.0				
	ASST. V.P./DIR				24.8	24.8	29.7	35.7
					22.0	18.4	23.0	27.6
					21.2			
	NO IN POSITION: 54							
	WEIGHTED GROUP AVG:	$ 35.9	$ 9.0	$ 44.9	$ 30.3			
	NO IN POSITION: 104							
$ 46.6	POSITION AVERAGE:	$ 33.7	$ 5.3	$ 39.0	$ 30.4			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #32 - MEAT BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	DIV. V.P./MGR.	$ 41.1	$ 6.6	$ 47.7				
AND ABOVE	MANAGER	38.4	0.6	39.0		$ 31.1	$ 37.3	$ 43.3
	MANAGER	37.0	0.7	37.7		29.0	36.3	43.6
	MANAGER	34.0	4.0	38.0		25.8	32.3	38.8
	VICE PRESIDENT				$ 32.5			
	VICE PRESIDENT	28.0	0.0	28.0				
	VICE PRESIDENT				26.0	23.3	28.7	33.8
					25.0	21.3	25.8	30.4
	NO IN POSITION: 12							
$ 47.7	WEIGHTED GROUP AVG:	$ 34.9	$ 2.0	$ 36.9	$ 27.8			
$24.9	VICE PRESIDENT				$ 37.0	$ 28.4	$ 34.3	$ 40.2
TO	MANAGER	$ 35.0	$ 2.8	$ 37.8		28.0	33.4	38.7
$15.0	VICE PRESIDENT	33.9	4.8	38.7				
	ASST. V.P./DIR	33.8	3.5	37.3		28.2	35.3	42.3
	ASST. V.P./DIR				33.3	26.2	32.8	39.4
					32.7	26.0	32.5	39.0
	VICE PRESIDENT	28.3	1.9	30.2		21.2	26.0	30.8
	MANAGER	27.0	3.0	30.0				
	ASST. V.P./DIR	22.7	5.0	27.7				
	NO IN POSITION: 13							
$ 20.4	WEIGHTED GROUP AVG:	$ 30.9	$ 3.2	$ 34.1	$ 34.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

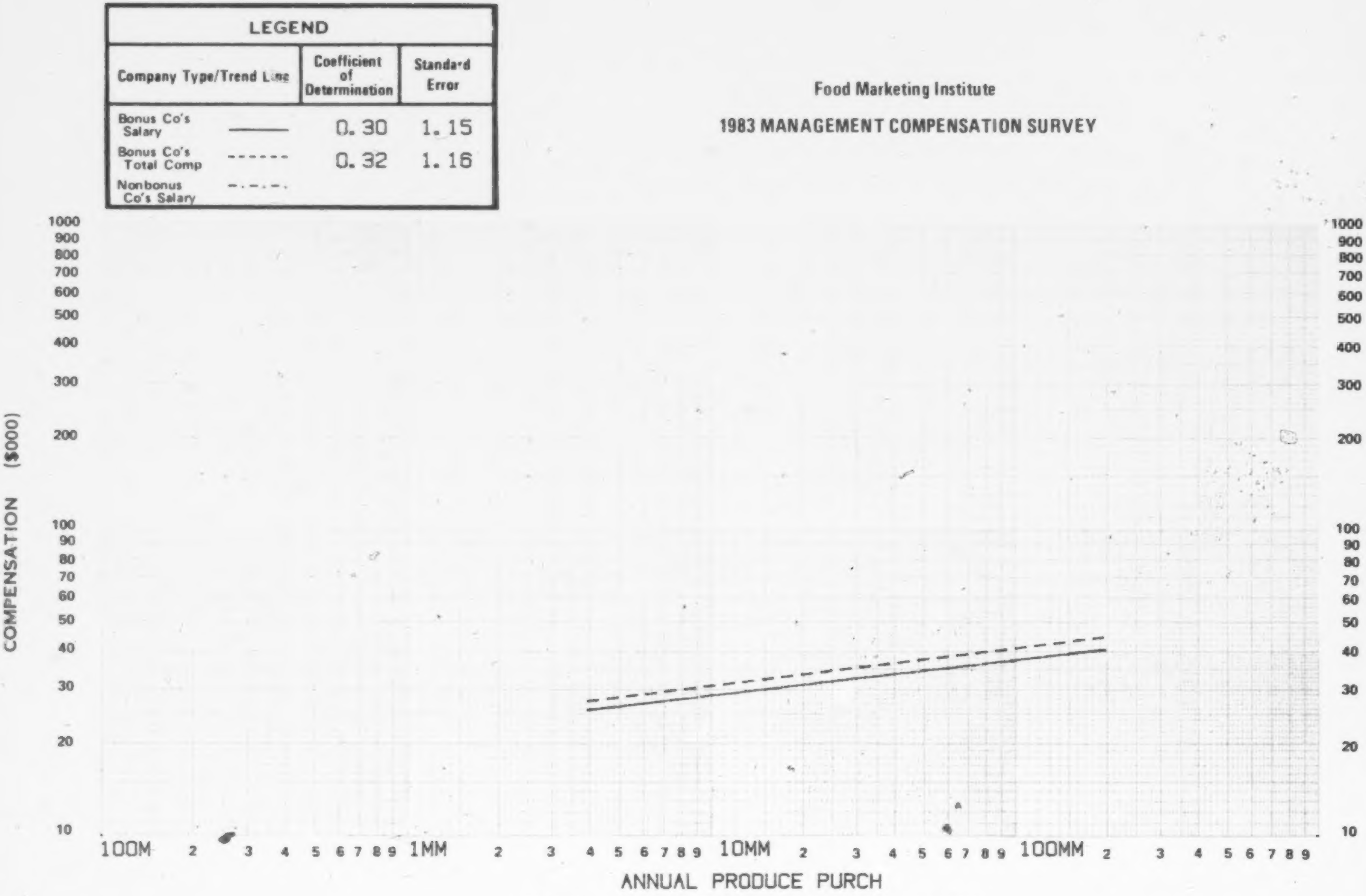
SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$14.9	REG. V.P./MGR.				$ 38.2			
AND BELOW		$ 32.0	$ 3.0	$ 35.0				
	MANAGER				30.8	$ 28.4	$ 34.3	$ 40.2
	MANAGER				29.8	25.6	32.4	39.6
	ASST. V.P./DIR	28.0	0.9	28.9				
	MANAGER	27.8	2.6	30.4		26.0	27.3	29.5
	REG. V.P./MGR.				27.0	20.2	30.9	41.5
	VICE PRESIDENT				27.0			
	ASST. V.P./DIR	26.5	0.0	26.5		21.9	25.6	29.3
					24.5			
	NO IN POSITION: 30							
$ 6.4	WEIGHTED GROUP AVG:	$ 28.1	$ 1.6	$ 29.7	$ 27.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED					$ 41.1	$ 40.5	$ 41.0	$ 41.6
	VICE PRESIDENT				40.0			
	ASST. V.P./DIR				36.2	24.8	29.7	35.7
	MANAGER	$ 36.0	$ 5.6	$ 41.6		28.2	35.5	42.5
	MANAGER	34.3	4.3	38.6		28.2	35.5	42.5
	GROUP EXEC.				33.4	27.0	33.0	39.0
	MANAGER	33.3	5.8	39.1		28.2	35.5	42.5
	VICE PRESIDENT				31.2	23.9	29.9	35.8
	ASST. V.P./DIR				30.1	21.4	26.9	32.4
	ASST. V.P./DIR				29.8	23.6	31.5	39.3
	MANAGER				28.6	23.4	29.2	35.1
	ASST. V.P./DIR				28.5	24.6	28.5	32.4
	REG. V.P./MGR.	27.9	13.0	40.9		24.0	30.0	35.0
					27.5			
	ASST. V.P./DIR				26.5			
					25.8			
	MANAGER				25.8			
					25.2			
					25.1			
	VICE PRESIDENT	25.0	0.0	25.0				
					23.1			
					21.0	18.4	23.0	27.6
	NO IN POSITION: 65							
	WEIGHTED GROUP AVG:	$ 31.5	$ 7.7	$ 39.2	$ 28.2			
	NO IN POSITION: 120							
$ 18.7	POSITION AVERAGE:	$ 31.5	$ 4.9	$ 36.4	$ 28.4			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #33 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0	DIV. V.P./MGR.	$ 35.6	$ 3.2	$ 38.8				
AND ABOVE	VICE PRESIDENT				$ 33.0	$ 25.6	$ 32.4	$ 39.6
					33.0	22.9	29.0	33.2
	DIV. V.P./MGR.	32.9	3.8	36.7		25.3	31.6	37.9
	ASST. V.P./DIR				30.5	27.0	33.8	40.6
	NO IN POSITION: 5							
$ 54.1	WEIGHTED GROUP AVG:	$ 34.3	$ 3.5	$ 37.8	$ 32.2			
$34.9	VICE PRESIDENT				$ 37.0			
AND BELOW	DIV. V.P./MGR.				36.4			
	MANAGER	$ 30.0	$ 2.7	$ 32.7				
	DIV. V.P./MGR.				29.0			
	VICE PRESIDENT				27.1	$ 25.9	$ 31.6	$ 37.5
	ASST. V.P./DIR	25.1	1.6	26.7		20.7	24.7	28.7
	NO IN POSITION: 6							
$ 20.7	WEIGHTED GROUP AVG:	$ 27.5	$ 2.1	$ 29.7	$ 32.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

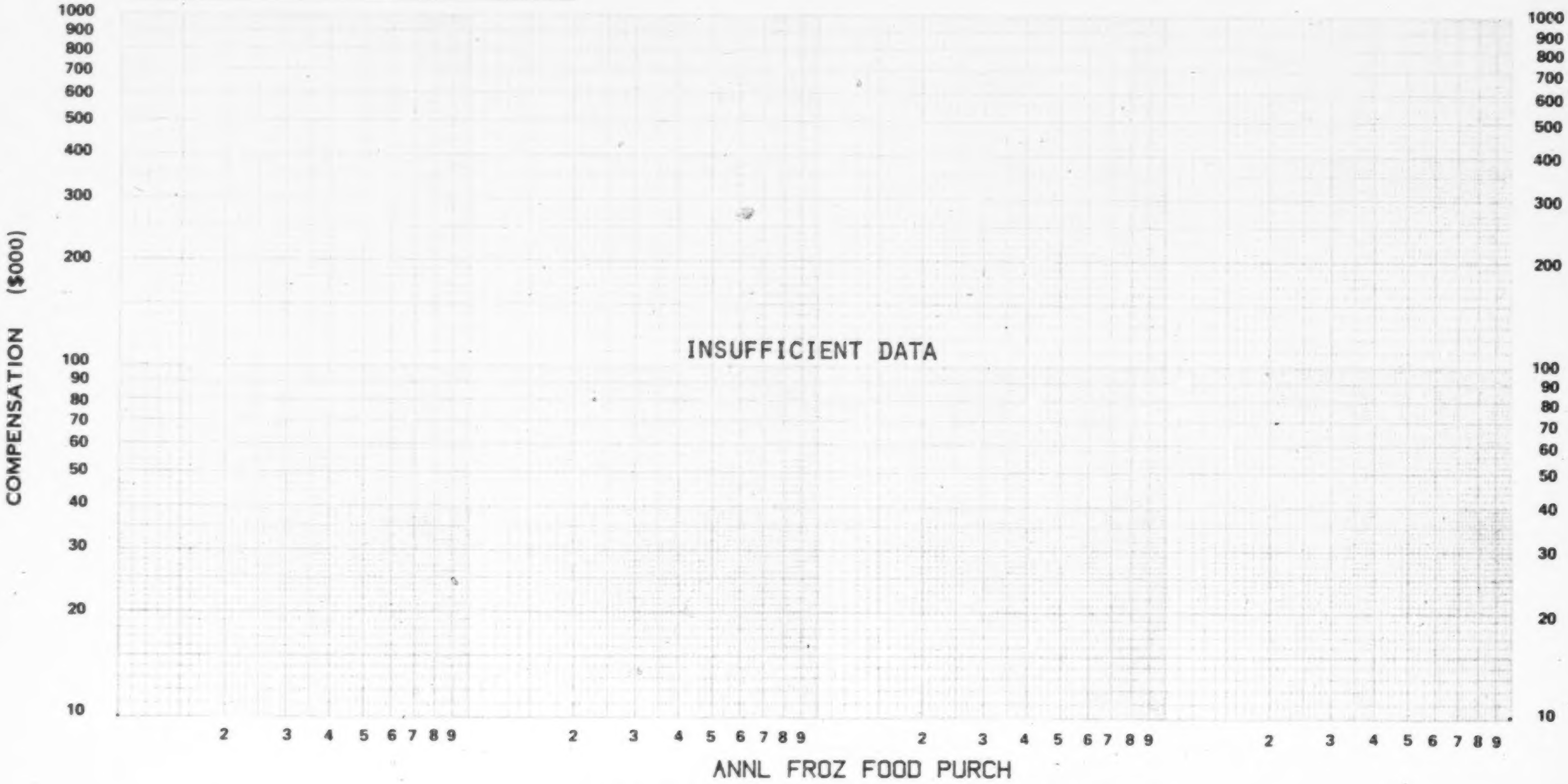
SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED					$ 48.4	$ 44.7	$ 48.6	$ 52.5
	ASST. V.P./DIR				45.0			
	VICE PRESIDENT				36.7	28.6	35.8	43.0
	ASST. V.P./DIR				35.7			
	MANAGER	$ 34.0	$ 0.6	$ 34.6		29.0	36.3	43.6
	MANAGER				32.8	23.4	29.2	35.1
		32.1	1.1	33.2		22.5	30.0	37.5
	MANAGER	31.3	1.2	32.5		23.3	29.2	35.0
	ASST. V.P./DIR				27.2	19.7	24.6	29.6
	MANAGER	22.5	2.3	24.8		21.2	26.0	30.8
					19.2	18.4	23.0	27.6
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 30.7	$ 1.2	$ 31.9	$ 35.0			
	NO IN POSITION: 28							
$ 35.9	POSITION AVERAGE:	$ 30.7	$ 1.7	$ 32.4	$ 33.6			

LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary —·—·—·		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #34 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - DAIRY BUYER

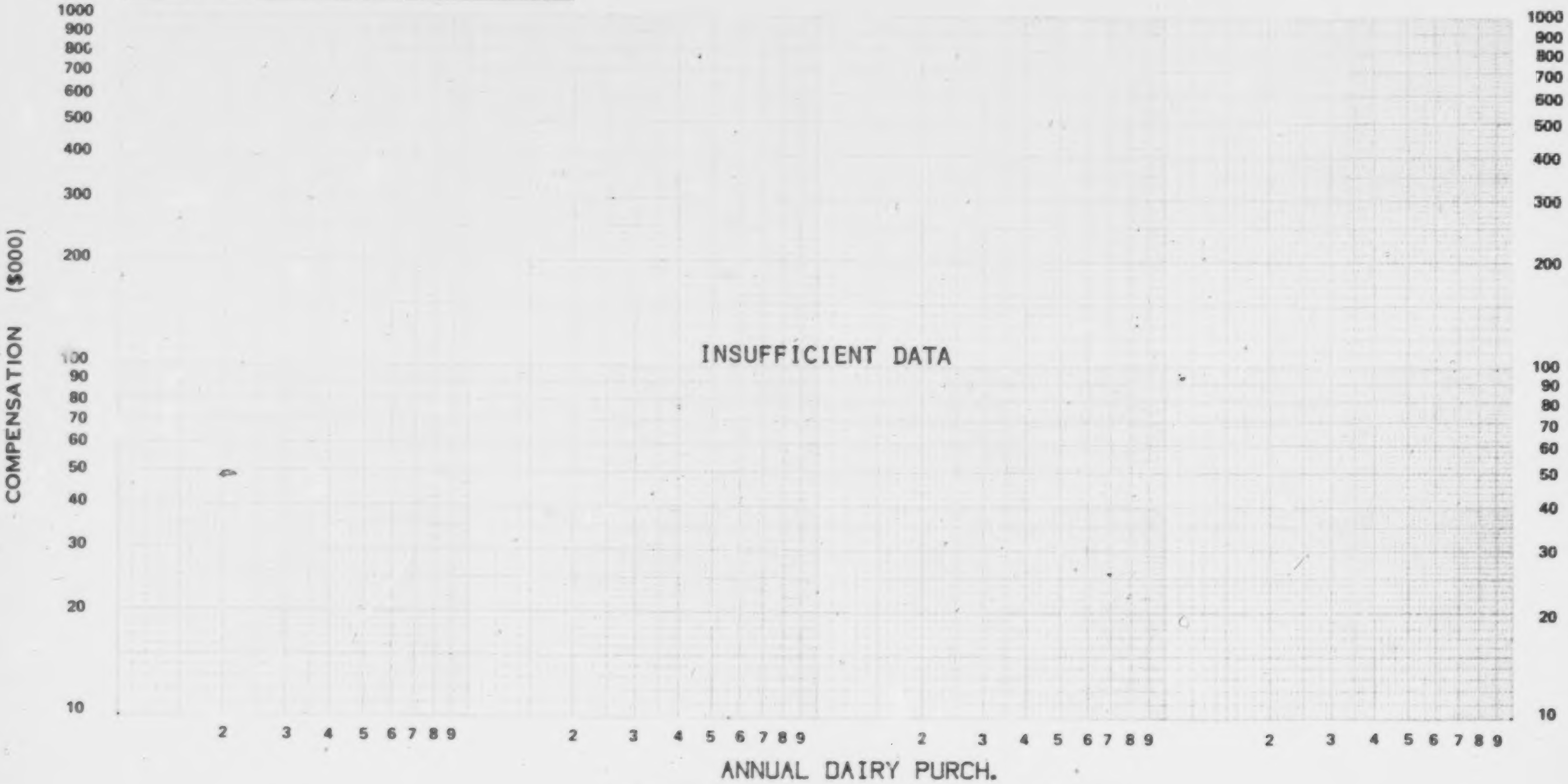
Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL DAIRY PURCH.				TOTAL	COMPANIES			
($MIL)	REPORTS TO	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX
$25.0	MANAGER	$ 39.2	$ 0.8	$ 40.0		$ 29.0	$ 36.3	$ 43.6
AND ABOVE	ASST. V.P./DIR				$ 31.0	27.0	33.8	40.6
	VICE PRESIDENT				30.0	25.6	32.4	39.6
	VICE PRESIDENT				27.1	25.9	31.6	37.5
	MANAGER	24.5	2.7	27.2		25.8	32.3	38.8
	NO IN POSITION:	10						
$ 51.9	WEIGHTED GROUP AVG:	$ 35.0	$ 1.3	$ 36.3	$ 29.4			
$24.9	DIV. V.P./MGR.				$ 31.0			
AND BELOW	MANAGER	$ 23.0	$ 0.6	$ 23.6				
	ASST. V.P./DIR	22.1	1.6	23.7		$ 20.7	$ 24.7	$ 28.7
	CEO/PRESIDENT	20.1	1.6	21.7				
	NO IN POSITION:	5						
$ 14.3	WEIGHTED GROUP AVG:	$ 21.8	$ 1.4	$ 23.2	$ 31.0			
NO SCOPE	VICE PRESIDENT				$ 36.4	$ 28.6	$ 35.8	$ 43.0
REPORTED	ASST. V.P./DIR				35.7			
					22.5	18.4	23.0	27.6
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:				$ 31.5			
	NO IN POSITION:	18						
$ 39.4	POSITION AVERAGE:	$ 30.2	$ 1.4	$ 31.6	$ 30.5			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary —·—·—·		



SURVEY POSITION #35 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0	VICE PRESIDENT				$ 40.0	$ 25.6	$ 32.4	$ 39.6
AND ABOVE	VICE PRESIDENT	$ 39.0	$ 5.3	$ 44.3				
	DIV. V.P./MGR.	38.5	5.1	43.6				
	VICE PRESIDENT				35.0			
					30.2	22.9	29.0	33.2
	SENIOR V.P.	23.5	2.5	26.0				
	NO IN POSITION: 17							
$ 73.9	WEIGHTED GROUP AVG:	$ 30.2	$ 3.7	$ 33.9	$ 33.2			
$39.9	MANAGER	$ 34.5	$ 0.6	$ 35.1		$ 31.1	$ 37.3	$ 43.3
TO	MANAGER	32.0	0.6	32.6		29.0	36.3	43.6
$10.0					$ 31.3	23.1	28.9	34.7
	MANAGER	30.8	1.5	32.3				
	MANAGER				30.5	26.8	32.2	37.6
	VICE PRESIDENT	30.1	3.5	33.6		24.3	30.4	36.4
	DIV. V.P./MGR.				29.6			
	ASST. V.P./DIR				26.3	25.9	31.6	37.5
	ASST. V.P./DIR	21.7	1.3	23.0				
	NO IN POSITION: 28							
$ 17.6	WEIGHTED GROUP AVG:	$ 31.6	$ 1.1	$ 32.7	$ 29.7			

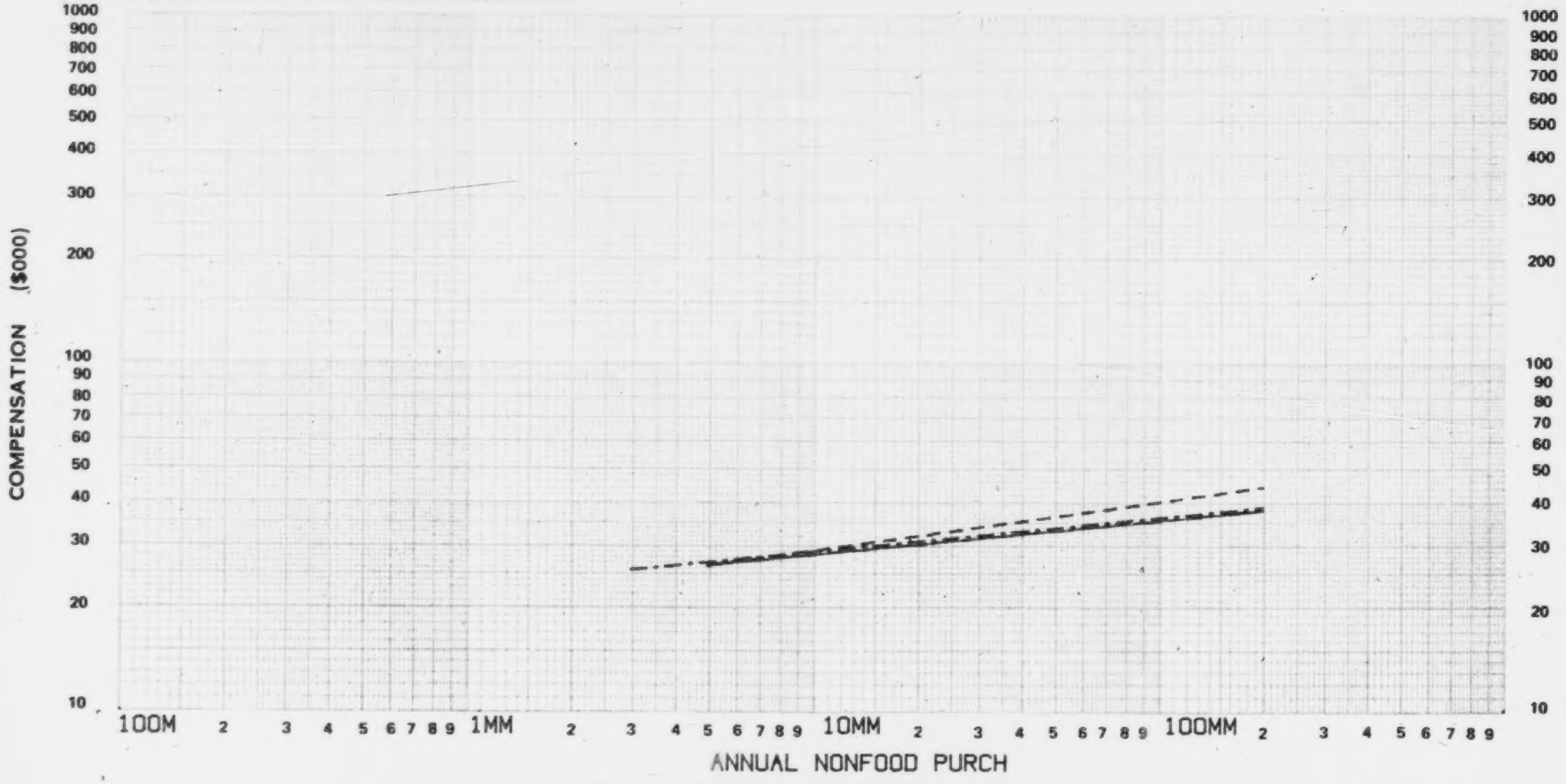
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	VICE PRESIDENT				$ 31.8			
AND BELOW	ASST. V.P./DIR	$ 31.8	$ 0.0	$ 31.8				
	ASST. V.P./DIR	26.7	0.0	26.7		$ 21.9	$ 25.6	$ 29.3
					21.8			
	NO IN POSITION: 8							
$ 5.5	WEIGHTED GROUP AVG:	$ 27.7	$ 0.0	$ 27.7	$ 28.5			
NO SCOPE	ASST. V.P./DIR				$ 43.5			
REPORTED	MANAGER				36.9			
		$ 35.8	$ 4.5	$ 40.3				
	DIV. V.P./MGR.	33.8	17.5	51.3		$ 30.0	$ 32.0	$ 35.0
	MANAGER				33.2	28.2	35.5	42.5
	CEO/PRESIDENT				33.0			
	MANAGER	33.0	1.3	34.3		23.3	29.2	35.0
	MANAGER				32.4			
	MANAGER				31.8	28.2	35.5	42.5
	MANAGER				31.7	28.2	35.5	42.5
		31.0	0.0	31.0				
	ASST. V.P./DIR				30.9			
					29.1			
	VICE PRESIDENT				29.1	23.9	29.9	35.8
	MANAGER				28.7	23.4	29.2	35.1
					28.5			
	ASST. V.P./DIR				25.6	21.4	26.9	32.4
	DIV. V.P./MGR.				25.4			
	ASST. V.P./DIR				25.0	23.6	31.5	39.3
					23.7	18.4	23.0	27.6
					21.6			
	NO IN POSITION: 67							
	WEIGHTED GROUP AVG:	$ 33.5	$ 9.0	$ 42.5	$ 31.0			
	NO IN POSITION: 120							
$ 33.8	POSITION AVERAGE:	$ 31.3	$ 3.5	$ 34.8	$ 31.0			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.22	1.20
Bonus Co's Total Comp	------	0.39	1.19
Nonbonus Co's Salary	-.-.-.	0.53	1.13



SURVEY POSITION #36 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0	BOARD OF DIR.	$146.1	$ 41.4	$187.5				
AND ABOVE	EXEC. V.P.	110.0	36.6	146.6				
	EXEC. V.P.	102.5	0.0	102.5				
	EXEC. V.P.				$ 78.0			
	VICE PRESIDENT	70.2	25.0	95.2		$ 64.6	$ 80.7	$ 96.8
	SENIOR V.P.				70.0	58.5	73.1	87.7
	GROUP EXEC.	70.0	8.1	78.1				
	VICE PRESIDENT	69.5	14.3	83.8		57.1	71.4	85.1
	SENIOR V.P.	68.7	25.7	94.4				
		53.5	13.5	67.0				
		53.5	0.0	53.5				
		52.4	0.0	52.4				
		51.9	0.0	51.9				
		50.3	0.0	50.3				
	C.O.O.				48.3			
	NO IN POSITION: 29							
$10076.2	WEIGHTED GROUP AVG:	$ 66.4	$ 8.9	$ 75.3	$ 70.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9	CEO/PRESIDENT	$ 85.0	$ 0.0	$ 85.0		$ 75.4	$ 94.3	$113.2
TO	CEO/PRESIDENT	72.0	11.5	83.5				
$500.0	EXEC. V.P.	71.9	5.0	76.9		42.5	54.6	66.8
	C.O.O.	69.1	22.5	91.6		59.8	74.8	89.8
	EXEC. V.P.	68.0	0.0	68.0		54.7	67.5	79.7
	C.O.O.	67.5	10.8	78.3		59.0	76.0	93.0
	REG. V.P./MGR.	65.0	12.3	77.3		44.8	56.1	67.3
	EXEC. V.P.	62.1	18.9	81.0		53.6	66.9	80.3
	SENIOR V.P.	60.0	38.0	98.0		53.0	67.0	80.0
	CEO/PRESIDENT	55.0	132.2	187.2				
	CEO/PRESIDENT	52.0	0.0	52.0				
	GROUP EXEC.	51.3	2.7	54.0		54.6	67.0	79.2
	CEO/PRESIDENT	50.0	9.5	59.5		37.1	45.5	53.8
	BOARD OF DIR.	41.7	0.0	41.7				
	NO IN POSITION: 16							
$ 680.6	WEIGHTED GROUP AVG:	$ 62.2	$ 19.6	$ 81.8				
$499.9	CEO/PRESIDENT				$ 90.0			
TO	CEO/PRESIDENT	$ 66.0	$ 16.2	$ 82.2		$ 50.2	$ 62.7	$ 80.9
$250.0	CEO/PRESIDENT	64.1	12.1	76.2				
	CEO/PRESIDENT	60.0	0.0	60.0				
	BOARD OF DIR.				55.0			
		48.1	10.2	58.3		46.5	48.2	49.9
	SENIOR V.P.	45.0	0.0	45.0				
	CEO/PRESIDENT	41.6	2.4	44.0		36.1	46.8	57.5
	VICE PRESIDENT				34.0			
	NO IN POSITION: 9							
$ 364.9	WEIGHTED GROUP AVG:	$ 54.1	$ 6.9	$ 61.0	$ 59.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

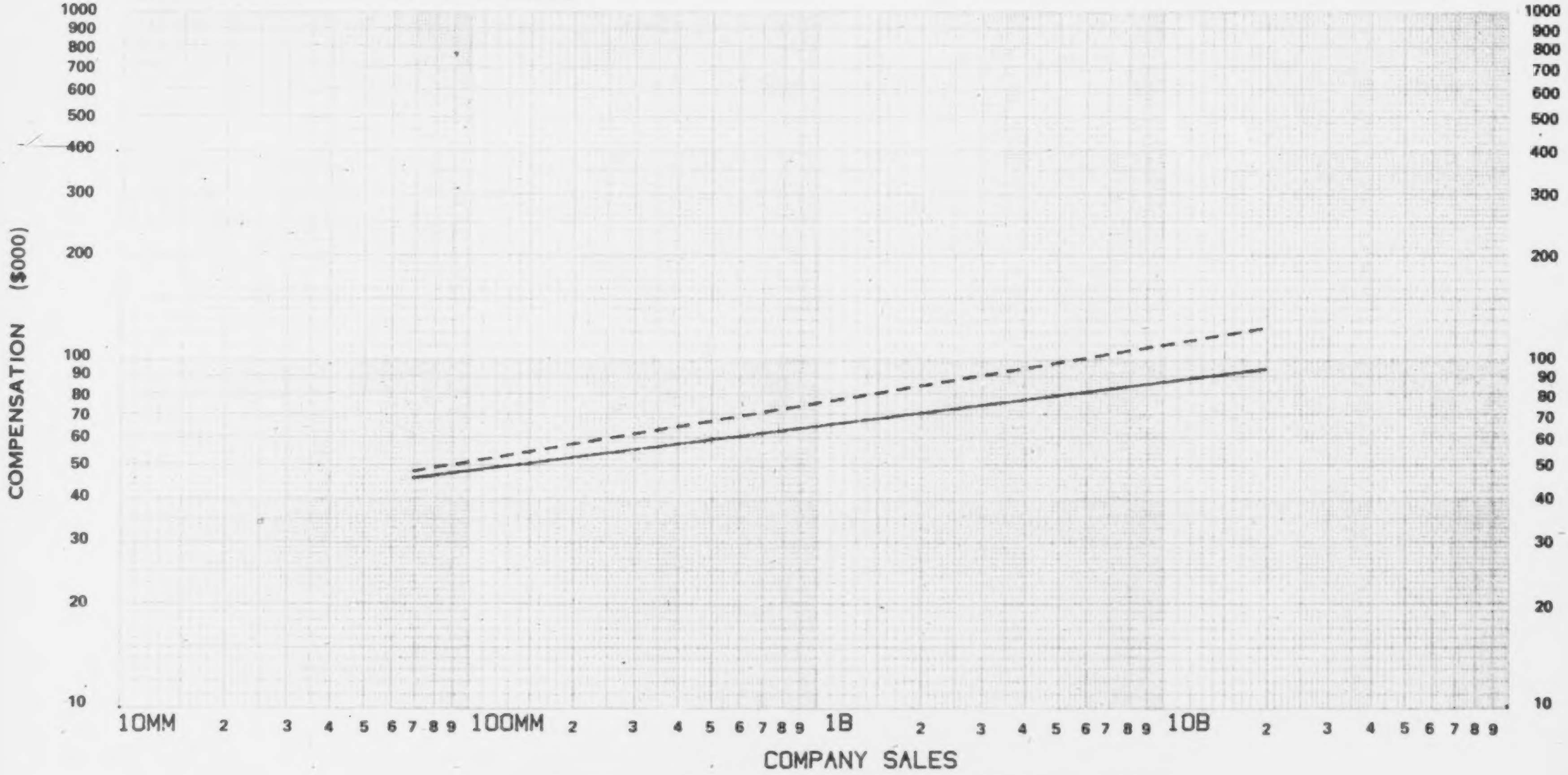
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	CEO/PRESIDENT	$ 96.3	$ 28.8	$125.1		$ 65.0	$ 78.5	$165.0
	CEO/PRESIDENT	59.0	8.0	67.0				
	C.O.O.	59.0	1.1	60.1				
	C.O.O.	56.7	0.0	56.7				
	CEO/PRESIDENT	52.0	0.0	52.0				
	EXEC. V.P.	49.0	9.5	58.5				
	C.O.O.				$ 46.5			
	VICE PRESIDENT				45.5	30.0	40.0	50.0
	CEO/PRESIDENT	41.6	2.0	43.6				
	CEO/PRESIDENT				37.0			
	CEO/PRESIDENT	32.5	4.0	36.5				
	NO IN POSITION: 11							
$ 136.5	WEIGHTED GROUP AVG:	$ 55.8	$ 6.6	$ 62.4	$ 43.0			
	NO IN POSITION: 65							
$ 4736.7	POSITION AVERAGE:	$ 62.1	$ 11.6	$ 73.7	$ 60.9			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.31	1.22
Bonus Co's Total Comp	------	0.38	1.25
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #37 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0	VICE PRESIDENT	$ 62.5	$ 0.0	$ 62.5		$ 42.0	$ 53.2	$ 64.3
AND ABOVE	VICE PRESIDENT	50.5	16.1	66.6		39.9	48.0	56.1
		39.8	0.0	39.8				
		37.3	0.0	37.3				
	DIV. V.P./MGR.	36.3	35.0	71.3				
		36.3	0.0	36.3				
		36.2	4.8	41.0				
		36.0	3.5	39.5				
	NO IN POSITION: 19							
$13238.5	WEIGHTED GROUP AVG:	$ 39.2	$ 7.2	$ 46.4				
$999.9		$ 42.8	$ 7.2	$ 50.0		$ 33.3	$ 41.6	$ 49.9
TO	VICE PRESIDENT	41.5	7.3	48.8		37.9	47.4	56.8
$500.0	MANAGER	33.6	4.0	37.6				
					$ 32.4	24.0	29.6	35.1
	ASST. V.P./DIR				30.0	25.9	31.6	37.5
		29.4	0.0	29.4		26.1	30.6	35.8
	NO IN POSITION: 7							
$ 724.7	WEIGHTED GROUP AVG:	$ 38.0	$ 5.2	$ 43.2	$ 31.2			

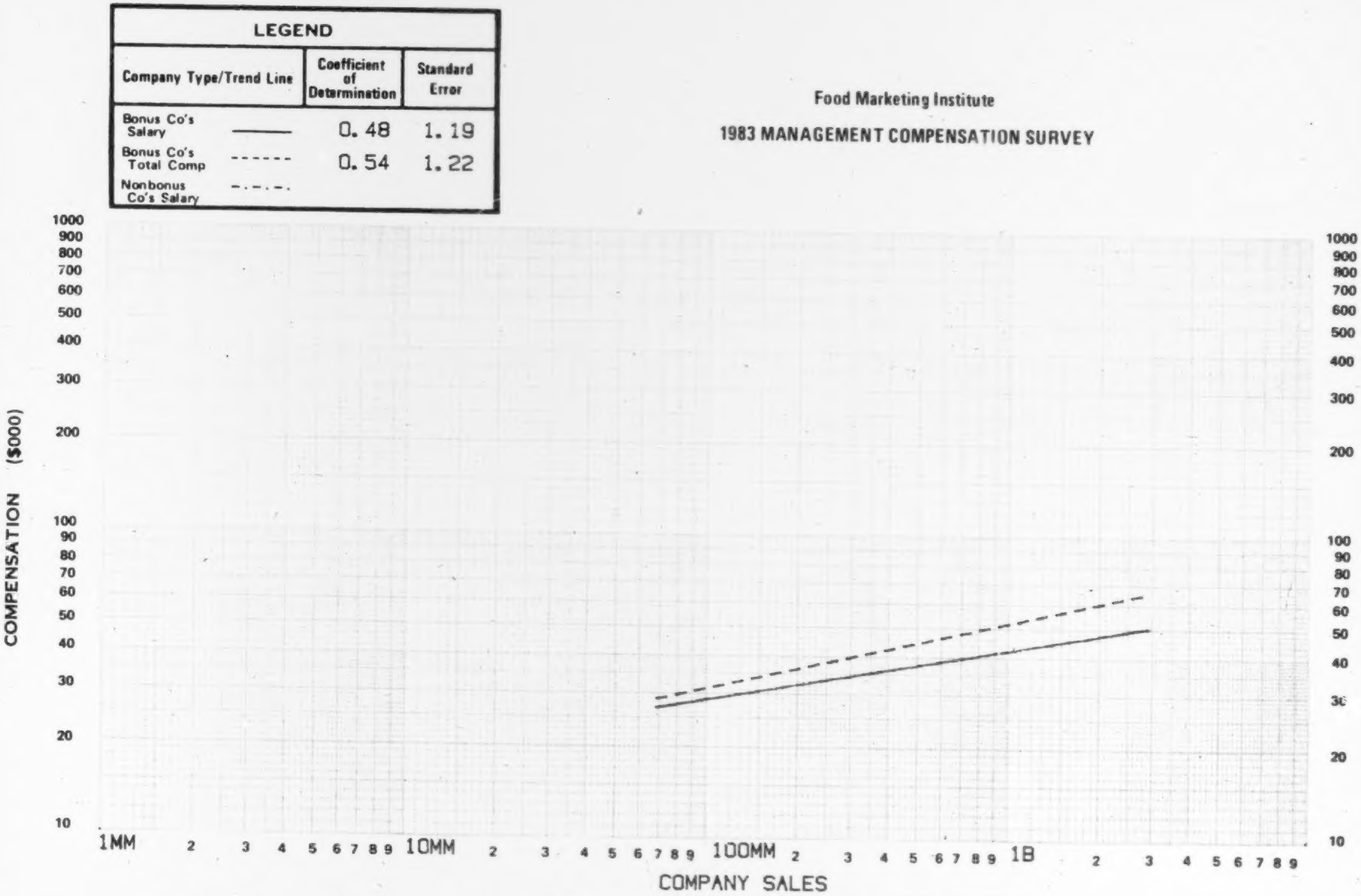
✓

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	VICE PRESIDENT				$ 45.5			
TO	VICE PRESIDENT	$ 34.5	$ 6.2	$ 40.7		$ 27.7	$ 34.7	$ 42.9
$250.0	C.O.O.	33.9	8.0	41.9				
	ASST. V.P./DIR	32.1	1.9	34.0		22.9	29.0	35.1
	VICE PRESIDENT	28.0	3.9	31.9				
	NO IN POSITION: 5							
$ 342.0	WEIGHTED GROUP AVG:	$ 32.1	$ 5.0	$ 37.1	$ 45.5			
$249.9		$ 37.0	$ 0.0	$ 37.0				
AND BELOW	EXEC. V.P.	35.0	4.5	39.5				
					$ 32.1			
	C.O.O.	28.8	0.5	29.3		$ 25.0	$ 29.4	$ 33.8
	GROUP EXEC.				28.0			
	GROUP EXEC.	26.0	9.0	35.0				
	EXEC. V.P.				24.0			
	NO IN POSITION: 7							
$ 144.7	WEIGHTED GROUP AVG:	$ 31.7	$ 3.5	$ 35.2	$ 28.0			
	NO IN POSITION: 38							
$ 6824.4	POSITION AVERAGE:	$ 37.2	$ 6.1	$ 43.3	$ 32.0			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #38 - TOP STORE MAINTENANCE EXECUTIVE

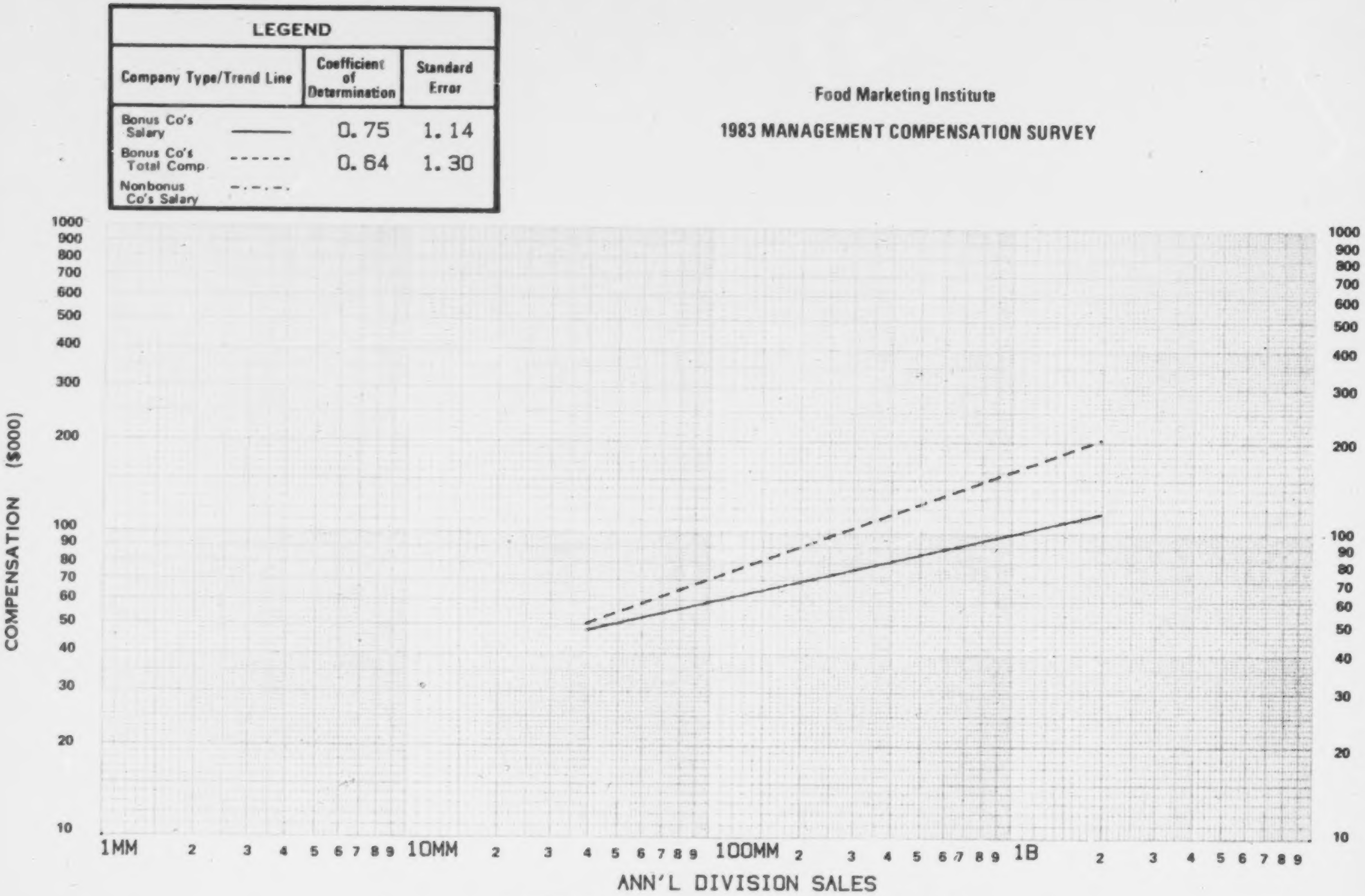
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0 AND ABOVE	EXEC. V.P.	$ 99.4	$ 46.8	$146.2		$ 89.8	$112.2	$134.7
		85.0	70.0	155.0				
		85.0	70.0	155.0				
	EXEC. V.P.	84.4	31.1	115.5		68.0	87.0	106.0
		80.0	60.0	140.0				
	NO IN POSITION: 15							
$ 547.1	WEIGHTED GROUP AVG:	$ 88.3	$ 50.2	$138.5				
$249.9 TO $100.0	C.O.O.	$ 76.7	$ 66.0	$142.7		$ 70.0	$ 73.0	$ 77.0
	SENIOR V.P.	75.5	5.3	80.8				
	SENIOR V.P.	75.3	15.0	90.3		66.1	82.6	99.1
		71.6	58.4	130.0				
	GROUP EXEC.	58.0	24.8	82.8		54.6	67.0	79.2
	BOARD OF DIR.	52.1	2.1	54.2		43.9	58.6	73.3
	CEO/PRESIDENT				$ 42.9			
	NO IN POSITION: 19							
$ 176.2	WEIGHTED GROUP AVG:	$ 67.6	$ 29.5	$ 97.1	$ 42.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9		$ 73.0	$ 70.0	$143.0				
AND BELOW	CEO/PRESIDENT	50.0	0.0	50.0		$ 48.6	$ 59.7	$ 70.7
	CEO/PRESIDENT	47.7	9.2	56.9				
	VICE PRESIDENT	41.7	10.4	52.1		34.0	42.0	46.5
	NO IN POSITION: 14							
$ 61.2	WEIGHTED GROUP AVG:	$ 56.0	$ 30.5	$ 86.5				
NO SCOPE	SENIOR V.P.	$130.0	$ 0.0	$130.0				
REPORTED		105.1	42.1	147.2		$ 81.6	$102.0	$122.4
	GROUP EXEC.	77.0	19.5	96.5		84.6	105.8	126.9
	BOARD OF DIR.	74.5	8.6	83.1		58.5	72.8	87.0
	CEO/PRESIDENT	70.0	35.0	105.0		61.7	77.1	92.5
	CEO/PRESIDENT				$ 68.4	52.0	65.0	78.0
	SENIOR V.P.	56.7	0.0	56.7		46.2	58.5	70.7
	CEO/PRESIDENT	30.0	14.0	44.0				
	NO IN POSITION: 27							
	WEIGHTED GROUP AVG:	$ 85.8	$ 28.3	$114.1	$ 68.4			
	NO IN POSITION: 75							
$ 258.6	POSITION AVERAGE:	$ 76.0	$ 33.6	$109.6	$ 59.9			



SURVEY POSITION #39 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	MANAGER	$ 46.0	$ 4.6	$ 50.6		$ 42.4	$ 53.0	$ 63.6
AND ABOVE	C.O.O.	39.3	5.1	44.4				
	VICE PRESIDENT	38.0	4.4	42.4		34.4	41.2	48.0
	VICE PRESIDENT				$ 37.2			
	ASST. V.P./DIR				32.4			
	VICE PRESIDENT				32.0	28.7	35.1	41.5
	MANAGER				27.2	26.2	32.8	39.5
	MANAGER				25.5	20.2	24.8	29.3
	MANAGER				25.0			
	MANAGER				21.3	18.2	22.7	27.3
	NO IN POSITION: 16							
$ 5443.5	WEIGHTED GROUP AVG:	$ 41.1	$ 4.7	$ 45.8	$ 27.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

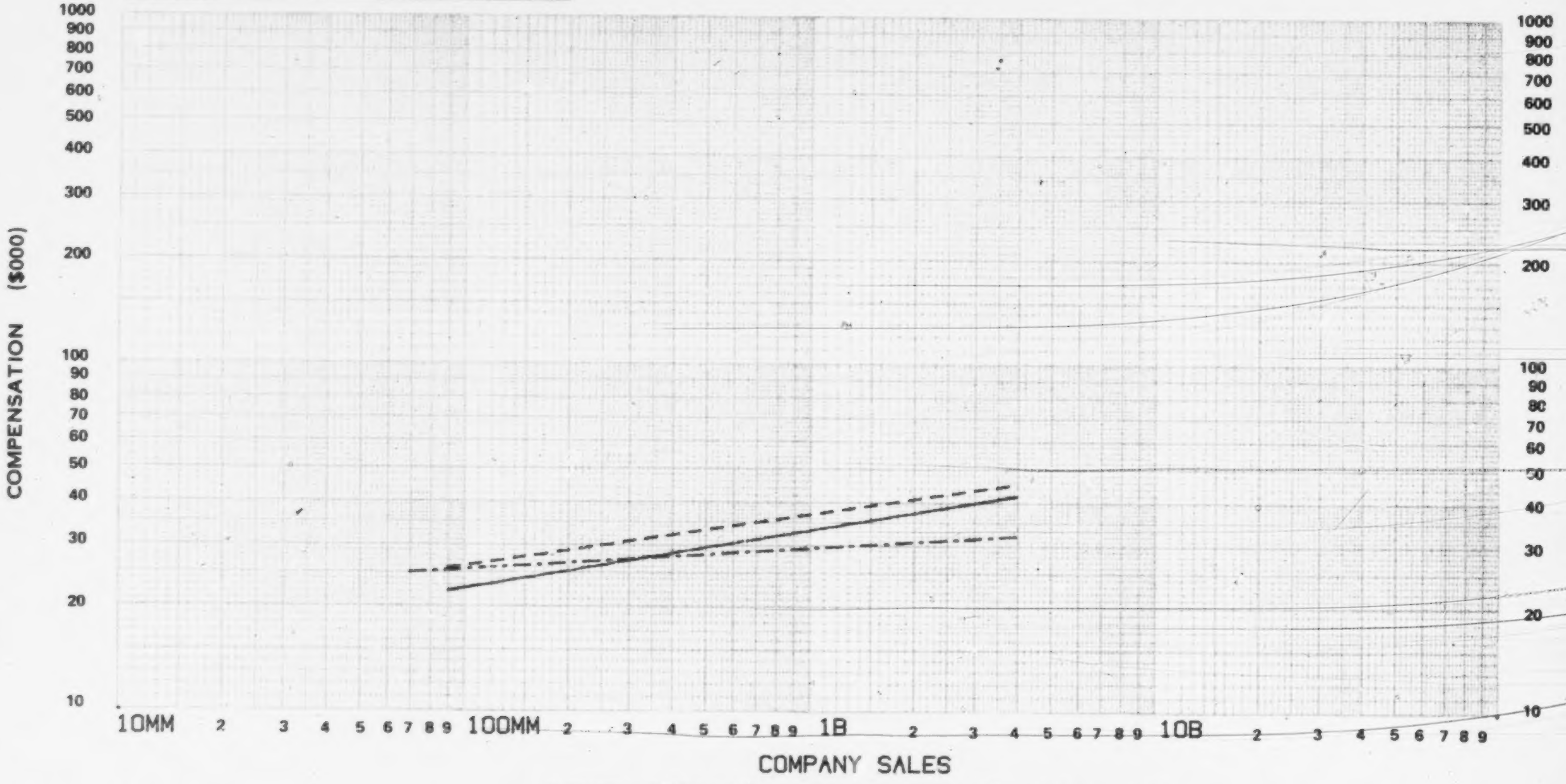
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	MANAGER				$ 58.3			
TO	MANAGER	$ 44.0	$ 7.3	$ 51.3		$ 23.9	$ 28.2	$ 32.5
$500.0	EXEC. V.P.	37.1	0.0	37.1		35.0	42.2	49.4
	ASST. V.P./DIR				37.0	31.2	38.1	45.3
		33.6	0.0	33.6				
	ASST. V.P./DIR	32.9	3.4	36.3		28.0	37.4	46.7
					31.4	24.7	30.5	36.2
	VICE PRESIDENT				31.4	27.0	33.8	40.6
	VICE PRESIDENT	30.0	17.0	47.0				
	VICE PRESIDENT	27.5	2.6	30.1				
	ASST. V.P./DIR	25.9	2.7	28.6		23.3	29.1	34.9
	GROUP EXEC.				25.0	23.4	28.5	33.7
	MANAGER	21.0	1.8	22.8		18.5	22.7	26.8
	NO IN POSITION:	15						
$ 670.4	WEIGHTED GROUP AVG:	$ 31.7	$ 3.9	$ 35.6	$ 40.2			
$499.9					$ 30.5	$ 29.1	$ 30.9	$ 32.7
TO	VICE PRESIDENT				29.0	23.7	28.4	33.0
$250.0	GROUP EXEC.				27.2			
	ASST. V.P./DIR				25.9			
	VICE PRESIDENT	$ 25.4	$ 1.1	$ 26.5		19.1	22.7	26.3
	VICE PRESIDENT	25.0	2.8	27.8		21.3	26.6	32.7
	C.O.O.	18.8	3.3	22.1				
	NO IN POSITION:	7						
$ 347.0	WEIGHTED GROUP AVG:	$ 23.1	$ 2.4	$ 25.5	$ 28.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	C.O.O.				$ 31.5			
TO	VICE PRESIDENT				29.8			
$100.0	C.O.O.				28.5			
	VICE PRESIDENT				26.0	$ 20.0	$ 27.5	$ 35.0
	EXEC. V.P.	$ 26.0	$ 3.0	$ 29.0				
	C.O.O.	23.1	1.3	24.4		24.6	28.9	33.2
	VICE PRESIDENT				20.8			
	REG. V.P./MGR.				20.8			
	NO IN POSITION: 9							
$ 164.9	WEIGHTED GROUP AVG:	$ 24.5	$ 2.1	$ 26.7	$ 26.2			
$99.9	CEO/PRESIDENT	$ 31.0	$ 7.7	$ 38.7		$ 28.5	$ 45.0	$ 60.0
AND BELOW					$ 29.0			
	C.O.O.				26.0	22.4	24.4	26.5
					22.1			
	EXEC. V.P.				18.2			
	NO IN POSITION: 5							
$ 84.6	WEIGHTED GROUP AVG:	$ 31.0	$ 7.7	$ 38.7	$ 23.8			
	NO IN POSITION: 52							
$ 1951.7	POSITION AVERAGE:	$ 31.0	$ 3.8	$ 34.8	$ 29.3			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.34	1.24
Bonus Co's Total Comp	- - - - - -	0.24	1.28
Nonbonus Co's Salary	—·—·—·	0.10	1.25



SURVEY POSITION #40 - SCANNING COORDINATOR

Food Marketing Institute

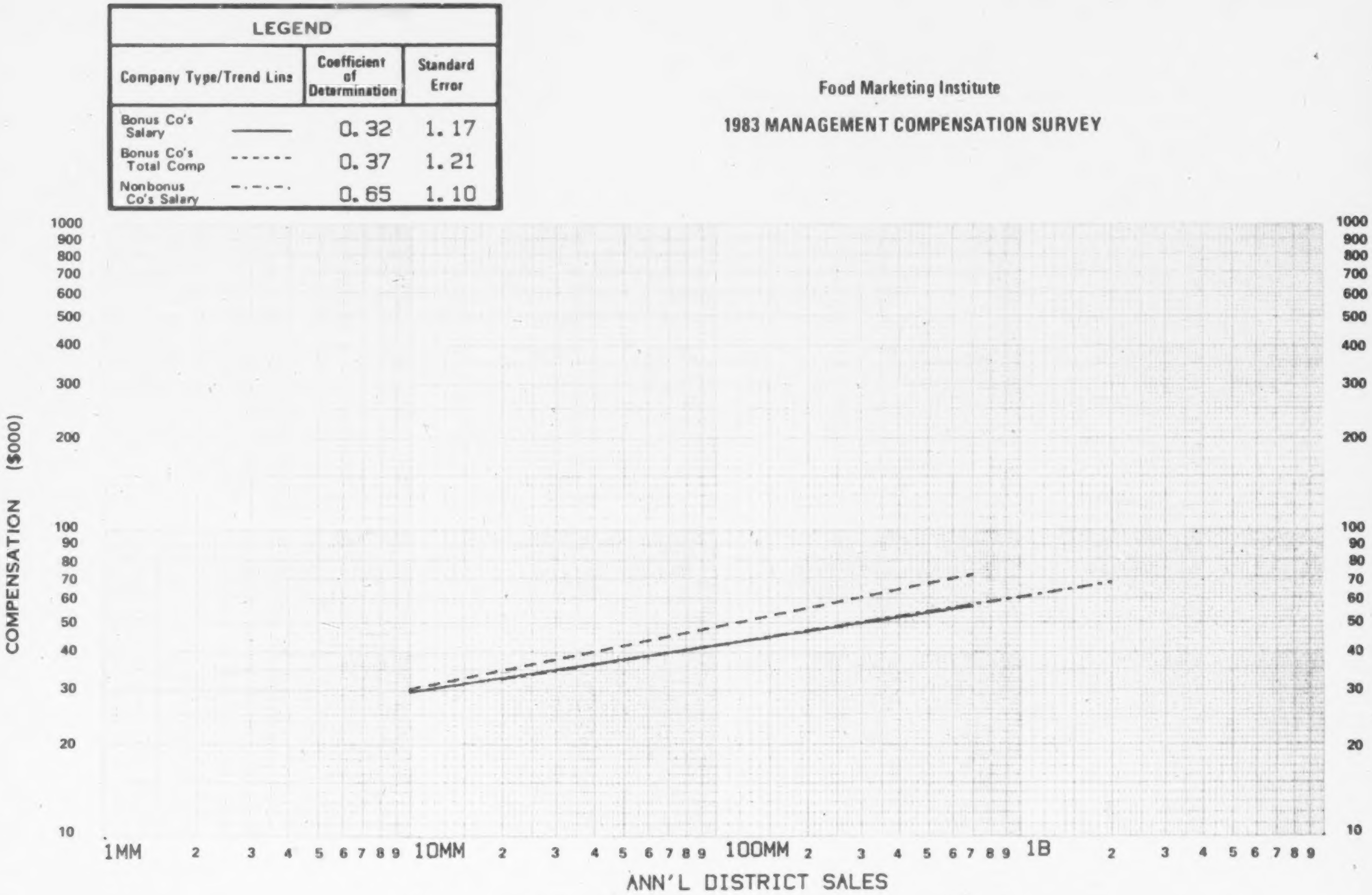
1982 - 1983 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$150.0 and Above	$256.9	$45.5	$ 7.0	$52.5	$50.5	37
149.9 to 100.0	128.7	45.4	12.1	57.5	43.0	67
99.9 to 75.0	85.7	40.6	5.1	45.7	50.6	48
74.9 to 50.0	62.0	39.1	5.8	44.9	37.4	70
49.9 to 35.0	41.6	35.4	1.8	37.2	34.2	36
34.9 and Below	14.1	31.8	6.1	37.9	30.3	23
NO SCOPE REPORTED		46.8	8.0	56.7	42.1	118
POSITION AVERAGE	$101.1	$42.7	$ 8.0	$50.7	$43.6	399



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.32	1.17
Bonus Co's Total Comp	------	0.37	1.21
Nonbonus Co's Salary	-.-.-.	0.65	1.10

SURVEY POSITION #41 - DISTRICT MANAGER

1982 - 1983 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #42: STORE MANAGER

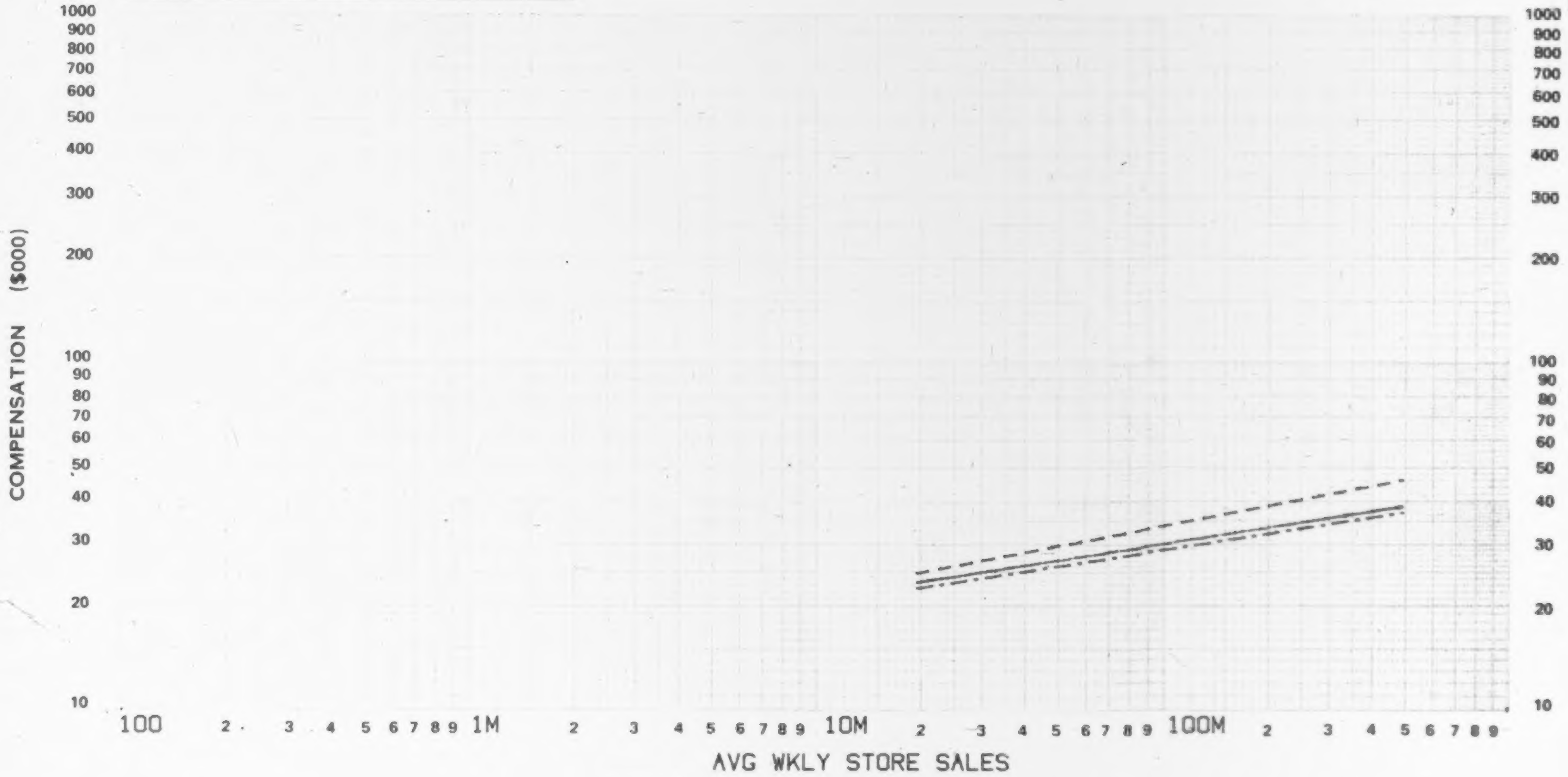
Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$385.2	$38.9	$5.9	$44.8	$44.5	415
299.9 to 200.0	245.6	36.3	5.8	42.1	37.4	904
199.9 to 150.0	174.2	33.2	4.6	37.8	33.0	935
149.9 to 100.0	124.6	31.1	4.2	35.3	31.9	1,133
99.9 to 75.0	86.9	30.2	2.6	32.8	28.6	413
74.9 to 50.0	64.2	26.2	1.9	28.1	26.5	277
49.9 and Below	29.9	27.5	4.1	31.6	25.1	227
NO SCOPE REPORTED		27.8	6.0	33.8	40.9	157
POSITION AVERAGE	$173.4	$32.6	$4.6	$37.2	$34.2	4,461

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.28	1.17
Bonus Co's Total Comp - - - - - -	0.26	1.22
Nonbonus Co's Salary -·-·-·	0.31	1.14

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #42 - STORE MANAGER

1982 - 1983 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

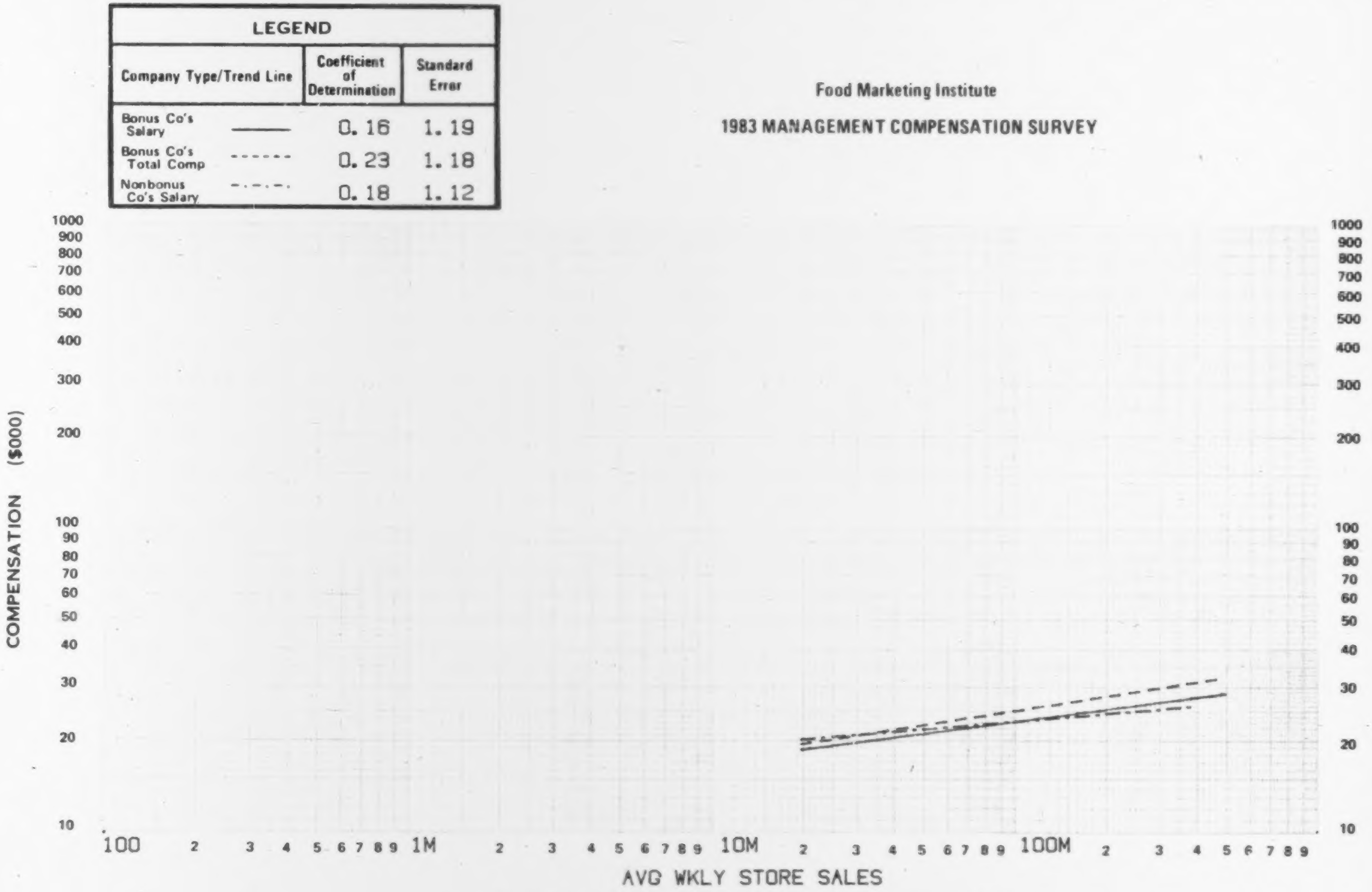
Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$354.7	$27.9	$3.7	$31.6	$25.8	210
299.9 to 200.0	241.9	29.6	2.5	32.1	24.3	1,082
199.9 to 150.0	173.4	26.0	1.9	27.9	23.8	939
149.9 to 100.0	126.3	24.6	1.6	26.2	23.6	857
99.9 to 50.0	77.8	23.6	0.7	24.3	21.9	564
49.9 and Below	26.8	17.6	0.7	18.3	22.5	138
NO SCOPE REPORTED		25.7	2.1	27.8	26.1	281
POSITION AVERAGE	$172.9	$26.3	$2.0	$28.3	$23.7	4,071

NOTE: Only 4 companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

1982 - 1983 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS

NATIONAL SUMMARY

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 and Above	$65.2	$26.9	$2.1	$29.0	$27.1	155
49.9 to 35.0	41.2	27.4	1.5	28.9	27.1	363
34.9 to 25.0	29.5	27.4	1.7	29.1	25.8	552
24.9 to 15.0	20.3	27.4	1.1	28.5	25.1	669
14.9 and Below	10.9	23.7	1.4	25.1	23.5	365
NO SCOPE REPORTED		23.3	1.9	25.2	25.7	156
POSITION AVERAGE	$28.0	$26.6	$1.6	$28.2	$25.2	2,260

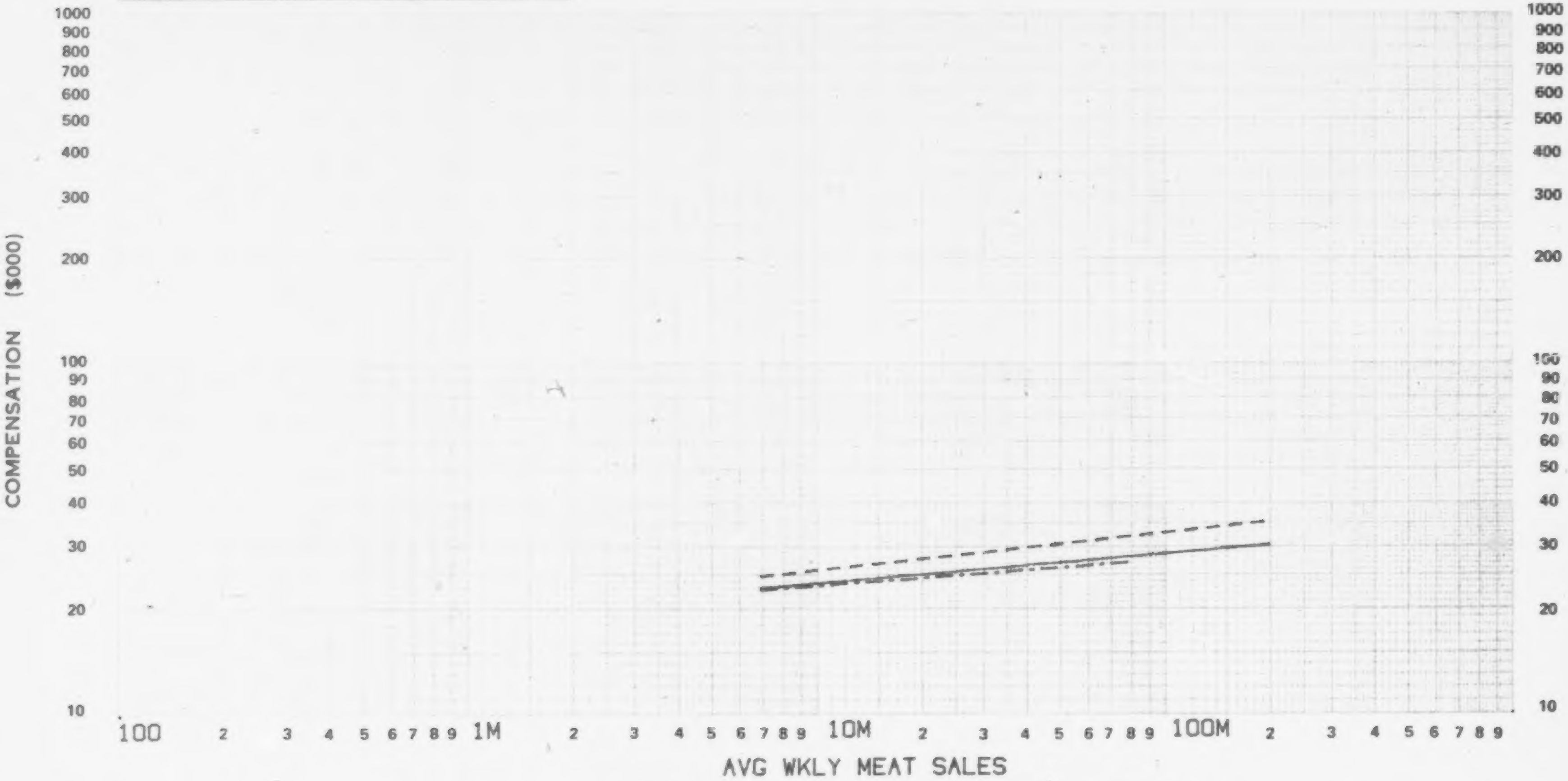
NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and non-union combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 224 - 229) and those who are non-union (pages 230 - 235).

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.08	1.17
Bonus Co's Total Comp	- - - - - -	0.16	1.15
Nonbonus Co's Salary	—·—·—·	0.11	1.12

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER --UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE				$ 34.0				5.0	1.0	45.0	1.0	225	225
				30.4				5.0	1.0	45.0	10.0	G	D
	$ 28.5	$ 5.5	$ 34.0						.5	48.0	8.0	E	F
	28.0	1.8	29.8					5.0	1.0	40.0			G
				26.8				5.0	1.0	40.0		C	E
				26.7				4.0	1.0	40.0		F	F
	26.5	0.5	27.0					5.0		40.0		156	G
				25.8				5.0	1.0	40.0	18.0	E	F
	25.5	2.2	27.7										
				24.2				5.0	2.0	40.0	4.0	F	F
				21.4				5.0		40.0		E	E
NO. IN POS: 84													
$ 59.8 WT'D AVG:	$ 27.0	$ 1.1	$ 28.1	$ 27.1									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER --UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 34.4	$ 3.7	$ 38.1					6.0	1.0	48.0	2.0	E	F
TO				$ 34.0				5.0	1.0	45.0	1.0	225	225
$35.0	31.9	1.2	33.1					6.0	1.0	48.0	2.0	E	E
				30.4				5.0	1.0	45.0	10.0	G	D
				28.7				5.1		44.0	13.0	E	G
	28.5	3.5	32.0					4.5	.5	48.0	6.0	E	F
	27.8	1.7	29.5					5.0	1.0	40.0			G
				26.8				5.0	1.0	40.0		C	E
				26.7				4.0	1.0	40.0		F	F
				26.7				5.0		40.0	17.0	103	103
				26.5				5.0	2.0	45.0	16.3	F	F
	26.5	0.4	26.9					5.0		40.0		156	G
				25.8				5.0	1.0	40.0	18.0	E	F
	25.5	1.5	27.0										
				24.2				5.0	2.0	40.0	4.0	F	F
				23.7	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.2				5.0		40.0		E	E
NO. IN POS: 272													
$ 41.4 WT'D AVG:	$ 27.5	$ 1.1	$ 28.6	$ 26.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER --UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 34.4	$ 1.6	$ 36.0					6.0	1.0	48.0	2.0	E	F
TO	33.1	0.7	33.8					6.0	1.0	48.0	2.0	E	E
$25.0				$ 33.0				5.0	1.0	45.0	1.0	225	225
				28.5				5.0		40.0	26.0	E	
	28.5	1.5	30.0					4.5	.5	48.0	4.0	E	F
	27.4	1.9	29.3					5.0	1.0	40.0			G
				26.8				5.0	1.0	40.0		C	E
				26.7				5.0		40.0	17.0	103	103
				26.7				4.0	1.0	40.0		F	F
	26.5	0.3	26.8					5.0		40.0		156	G
	26.0	4.3	30.3					5.0		42.0	12.0	F	E
				25.6				5.0	1.0	40.0	18.0	E	F
	25.5	1.0	26.5										
				25.1				5.0	1.0	40.0	2.0	E	E
				24.7				5.0	2.0	45.0	16.3	F	F
				24.6				5.0		40.0	26.0	71	95
				24.2				5.0	2.0	40.0	4.0	F	F
				23.8	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				21.4				5.0		40.0		E	E
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
	20.3	4.1	24.4					5.0		40.0		E	E
	19.2	8.5	27.7					5.0		40.0		E	E
NO. IN POS: 356													
$ 30.1 WT'D AVG:	$ 27.9	$ 1.4	$ 29.3	$ 25.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER --UNION

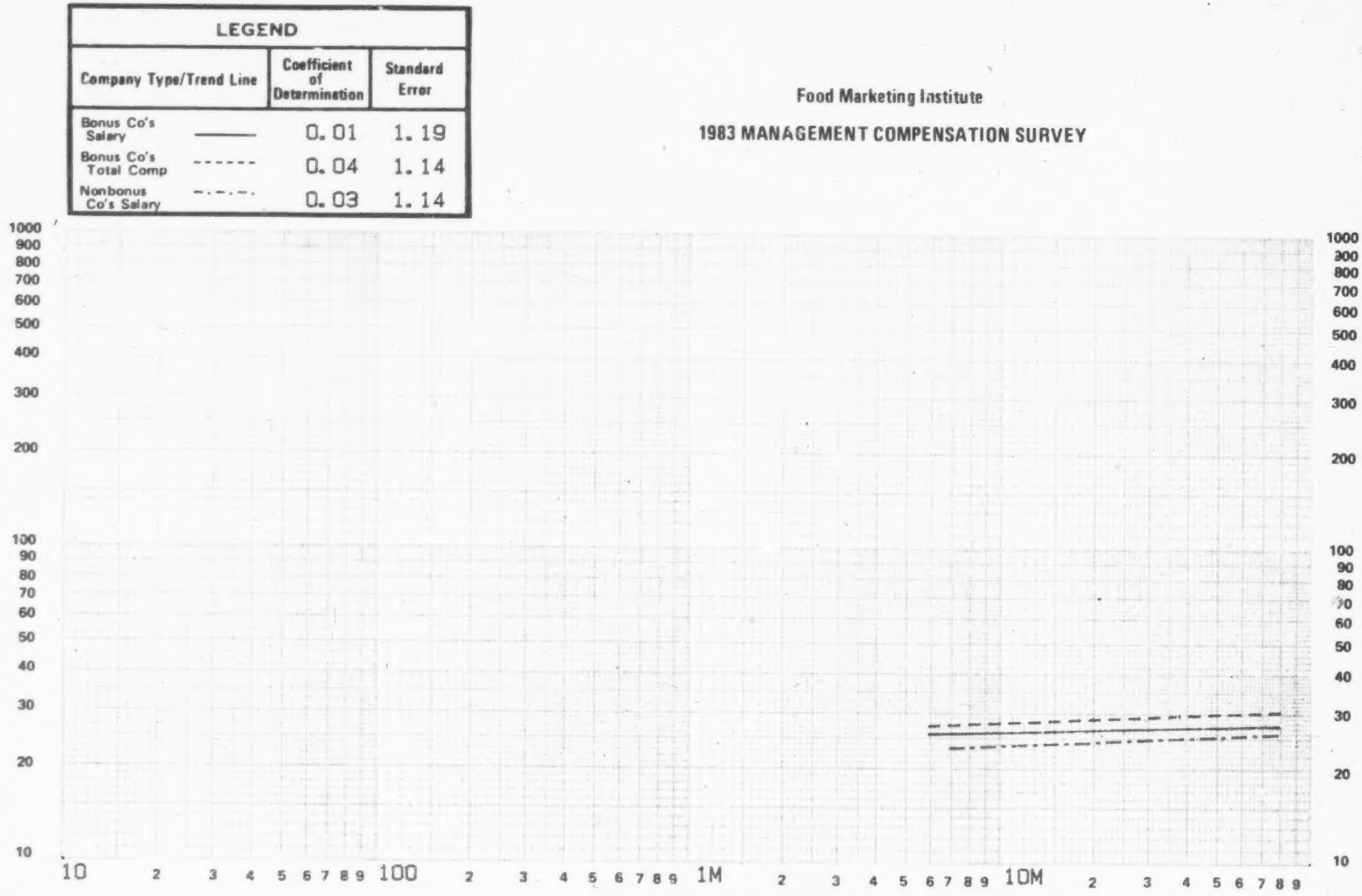
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 34.4	$ 0.1	$ 34.5					6.0	1.0	48.0	2.0	E	F
TO	31.2	0.0	31.2					6.0	1.0	48.0	2.0	E	E
$15.0				$ 31.0				5.0	1.0	42.0	1.0	225	225
				30.4				5.0	1.0	45.0	10.0	G	D
				28.5				5.0		40.0	26.0	E	
	28.5	1.5	30.0					4.5	.5	48.0	4.0	E	F
	27.4	1.6	29.0					5.0	1.0	40.0			G
				26.8				5.0	1.0	40.0		C	E
				26.7				5.0		40.0	17.0	103	103
				26.7				4.0	1.0	40.0		F	F
	26.5	0.2	26.7					5.0		40.0		156	G
	26.0	4.3	30.3					5.0		42.0	12.0	F	E
	26.0	4.3	30.3					5.0		42.0	12.0	F	E
				25.8				5.0	2.0	45.0	16.3	F	F
				25.6				5.0	1.0	40.0	18.0	E	F
				25.6				5.0	1.0	42.0	2.0	E	E
				24.6				5.0		40.0	26.0	71	95
				24.6				5.0	1.0	40.0	2.0	E	E
				23.9				5.0	2.0	40.0	4.0	F	F
				23.8	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			E
				23.7	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
	20.6	3.5	24.1					5.0		40.0		E	E
				20.3				5.0		40.0		E	E
	17.3	4.8	22.1					5.0		40.0		E	E
NO. IN POS: 522													
$ 20.5 WT'D AVG:	$ 28.7	$ 1.0	$ 29.7	$ 25.3									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER --UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$14.9	$ 34.4	$ 0.0	$ 34.4					6.0	1.0	48.0	2.0	E	F
AND BELOW				$ 30.0				5.0	1.0	42.0	1.0	225	225
	29.1	0.0	29.1					6.0	1.0	48.0	2.0	E	E
	28.5	0.5	29.0					4.5	.5	48.0	4.0	E	F
				28.5				5.0		40.0	26.0	E	
				26.8				5.0	1.0	40.0		C	E
				26.7				4.0	1.0	40.0		F	F
	26.5	0.1	26.6					5.0		40.0		156	G
	26.0	4.3	30.3					5.0		42.0	12.0	F	E
				25.2				5.0	2.0	45.0	16.3	F	F
				25.0				5.0	1.0	40.0	18.0	E	F
				24.6				5.0		40.0	26.0	71	95
				24.1				5.0	1.0	40.0	2.0	E	E
				23.9				5.0	2.0	40.0	4.0	F	F
				23.7	$ 21.4	$ 22.6	$ 23.9	5.0	2.0	40.0			E
				23.4	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.7				5.0	1.0	45.0	26.0	F	F
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
	20.8	1.7	22.5					5.0		40.0		E	E
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				19.5				5.0		40.0		E	E
	19.1	3.8	22.9					5.0		40.0		E	E
NO. IN POS: 258													
$ 10.9 WT'D AVG:	$ 28.2	$ 0.9	$ 29.1	$ 23.5									
NO SCOPE				$ 32.6				5.0		44.0			
REPORTED				24.3				5.0	1.0	40.0		E	E
NO. IN POS: 73													
WT'D AVG:				$ 25.7									
NO. IN POS: 1565													
$ 27.1 POSITION AVG:	$ 27.9	$ 1.1	$ 29.0	$ 25.3									

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.01	1.19
Bonus Co's Total Comp	------	0.04	1.14
Nonbonus Co's Salary	–·–·–	0.03	1.14

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER--UNION

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER --NON-UNION

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$50.0	$ 33.0	$ 2.7	$ 35.7		$ 23.5	$ 27.6	$ 31.8	5.0	2.0	45.0	10.0	190	190
AND ABOVE				$ 28.6				5.0	1.0	45.0	12.0	184	184
				27.4				5.0	1.0	40.0	13.0	F	F
	27.3	1.6	28.9					5.0	1.0	47.0		0	0
	27.3	1.6	28.9					5.0	1.0	47.0		0	0
	27.2	8.2	35.4		27.8	28.5	29.2			48.0	5.3	A	A
	26.8	2.4	29.2		25.2	26.9	28.6	5.0	1.0	45.0	26.0	E	E
	26.8	2.2	29.0										
	25.9	7.8	33.7		27.8	28.5	29.2	6.0		48.0	5.3	A	A
				25.7	23.9	24.8	25.7	5.0	1.0	46.0		C	C
	24.8	7.8	32.6		22.9	24.2	25.4	5.0		40.0		C	E
				24.6									
NO. IN POS: 71													
$ 71.5 WT'D AVG:	$ 26.8	$ 3.0	$ 29.8	$ 26.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER --NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 32.0	$ 2.0	$ 34.0		$ 23.5	$ 27.6	$ 31.8	5.0	2.0	45.0	10.0	190	190
TO				$ 29.6				5.0	1.0	43.0	2.0	E	E
$35.0				28.6				5.0	1.0	45.0	12.0	184	184
	27.3	1.6	28.9					5.0	1.0	47.0		0	0
				27.1				5.0	1.0	45.0	12.0	184	184
				26.6				5.0	1.0	40.0	13.0	F	F
	26.4	2.4	28.8		20.3	23.4	26.5	4.6		43.0	7.0		
	26.1	7.8	33.9		27.8	28.5	29.2	6.0		48.0	5.3	A	A
				26.0				5.0	1.0	40.0			
				25.8	21.9	26.2	30.5	5.0		45.0		B	A
	25.7	1.7	27.4		24.7	26.0	27.3	5.0	1.0	45.0	26.0	E	E
				25.5	23.5	24.5	25.5	5.0	1.0	46.0		C	C
				25.5	22.4	24.6	26.8	5.0	1.0	50.0		C	C
	25.4	7.6	33.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
	25.1	6.1	31.2		22.9	24.2	25.4	5.0		40.0		C	E
				23.9									
				23.4				5.0		40.0	24.0	95	95
NO. IN POS: 90													
$ 40.8 WT'D AVG:	$ 27.0	$ 3.0	$ 30.0	$ 27.9									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER --NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 30.8	$ 1.0	$ 31.8		$ 23.5	$ 27.6	$ 31.8	5.0	2.0	45.0	10.0	190	190
TO	28.9	3.2	32.1		28.6	29.5	30.4	5.0		40.0		0	0
$25.0				$ 28.6				5.0	1.0	45.0	12.0	184	184
				27.1				5.0	1.0	45.0	12.0	184	184
	26.8	1.6	28.4					5.0	1.0	47.0		0	0
	26.5	8.0	34.5		17.2	21.9	26.5	6.0		48.0	5.3	A	A
				26.0				5.0	1.0	40.0			
				25.9				5.0	1.0	40.0	13.0	F	F
				25.5	22.4	24.6	26.8	5.0	1.0	50.0		C	C
				25.5	23.5	24.5	25.5	5.0	1.0	46.0		C	C
	25.4	1.0	26.4		24.7	26.0	27.3	5.0	1.0	45.0	26.0	E	E
				25.3	20.3	24.5	28.7	5.0		40.0		E	E
	25.0	5.7	30.7		22.9	24.2	25.4	5.0		40.0		C	E
	24.7	0.0	24.7					5.0	2.0	43.0			
				22.8									
				22.1				5.0		40.0	24.0	95	95
	21.6	6.4	28.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
NO. IN POS: 186													
$ 28.5 WT'D AVG:	$ 26.9	$ 2.0	$ 28.9	$ 26.0									

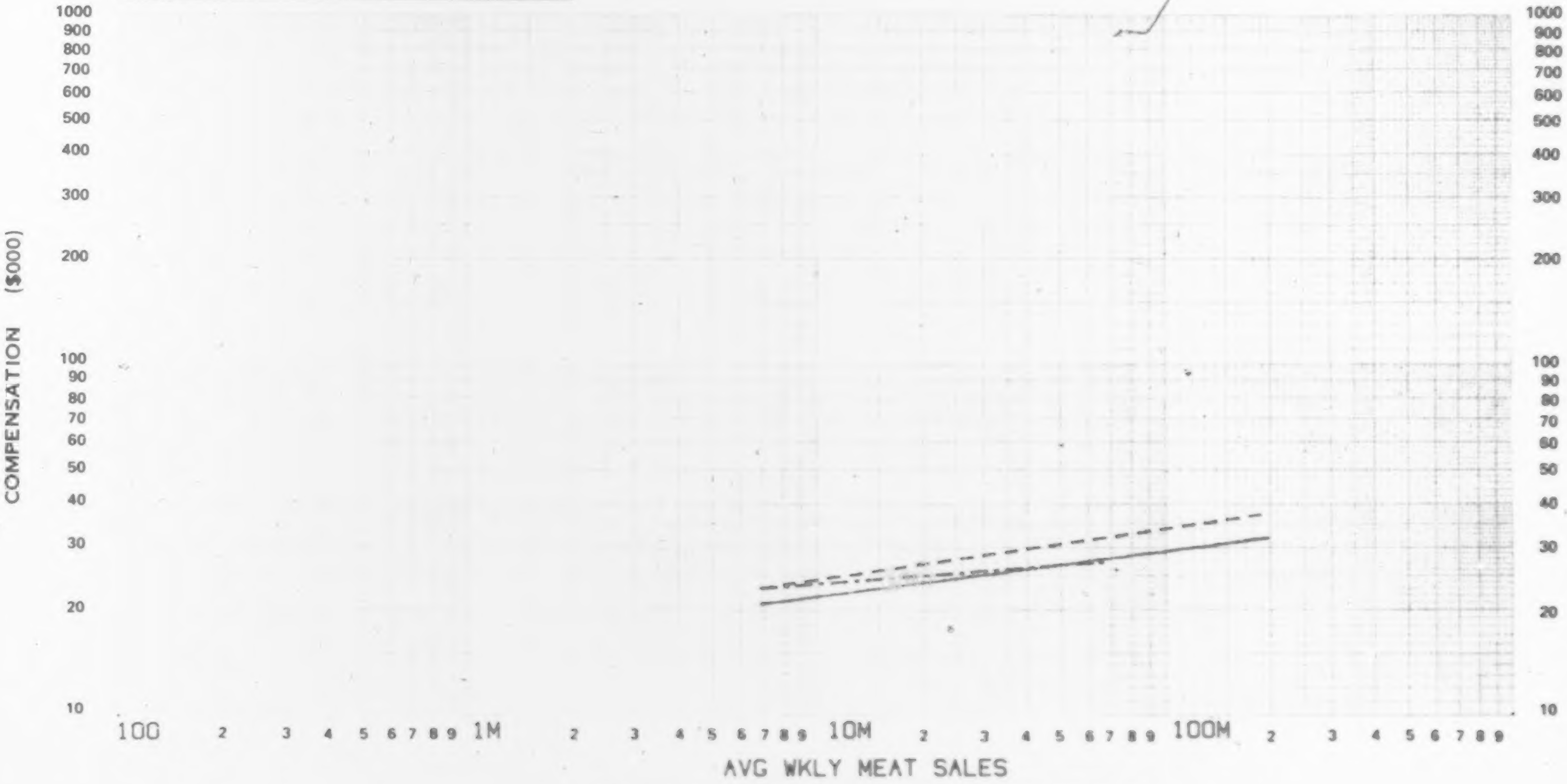
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER --NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 28.8	$ 0.7	$ 29.5		$ 23.5	$ 27.6	$ 31.8	5.0	2.0	45.0	10.0	190	190
TO				$ 28.6				5.0	1.0	45.0	12.0	184	184
$15.0				26.8	22.4	26.6	30.8	5.0		40.0		E	E
				26.0				5.0	1.0	40.0			
				25.4				5.0	1.0	40.0	13.0	F	F
	25.0	3.4	28.4		22.9	24.2	25.4	5.0		40.0		C	E
				24.8	23.5	24.5	25.5	5.0	1.0	46.0		C	C
	24.1	0.5	24.6		23.7	25.3	26.8	5.0	1.0	45.0	26.0	E	E
	23.9	7.1	31.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
	23.2	7.0	30.2		17.2	21.9	26.5	6.0		48.0	5.3	A	A
				22.6									
				22.1				5.0		40.0	24.0	95	95
	21.2	0.0	21.2		20.3	23.4	26.5	4.5		45.0	5.0		
	16.6	1.0	17.6		15.0	16.0	17.0	5.0	1.0	44.0	1.0	B	
NO. IN POS: 109													
$ 19.5 WT'D AVG:	$ 22.4	$ 1.4	$ 23.8	$ 24.8									
$14.9				$ 28.6				5.0	1.0	45.0	12.0	184	184
AND BELOW				24.5	$ 23.0	$ 23.7	$ 24.5	5.0	1.0	46.0		C	C
	$ 24.2	$ 2.1	$ 26.3		22.9	24.2	25.4	5.0		40.0		C	E
	24.2	0.7	24.9		23.7	25.3	26.8	5.0	1.0	45.0	26.0	E	E
				24.0				5.0	1.0	40.0			
				23.9	20.2	24.9	29.6	5.0		40.0		E	E
				22.1				5.0		40.0	24.0	95	95
	19.9	9.0	28.9		17.2	21.9	26.5	6.0		48.0	5.3	A	A
				19.7									
	15.6	1.2	16.8		14.0	15.0	16.0	5.0	1.0	44.0	1.0	B	
NO. IN POS: 88													
$ 10.7 WT'D AVG:	$ 16.8	$ 1.9	$ 18.7	$ 23.8									

```
                                          FOOD MARKETING INSTITUTE
                                   1982-1983 MANAGEMENT COMPENSATION STUDY
                                    SURVEY POSITION 44 - MEAT DEPARTMENT
                                                            MANAGER --NON-UNION

       SCOPE               BONUS COMPANIES        NONBONUS    SALARY   RANGE       WORK SCHEDULE/PAY PRACTICES
 AVG WKLY MEAT SALES                     TOTAL   COMPANIES ---------------------- #   #   #    #   SUN.HOL.
      ($THOU)          SALARY  BONUS     COMP     SALARY    MIN     MID     MAX  DYS.NTS.HRS.  SUN. PAY PAY
-------------------- ------  ------  ------  --------- ------  ------  ------ ---------------------------
     NO SCOPE          $ 23.9  $  2.0  $ 25.9
     REPORTED            20.3     1.0    21.3
                       ------  ------  ------
     NO. IN POS:   83
                WT'D
                AVG: $ 23.3  $  1.9  $ 25.2
---------------------------------------------------------------------------------------------------------
     NO. IN POS:  627
              POSITION
    $    31.5   AVG: $ 24.8  $  2.2  $ 27.0  $ 25.6
```

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.28	1.14
Bonus Co's Total Comp	------	0.28	1.16
Nonbonus Co's Salary	-.-.-.	0.20	1.09



SURVEY POSITION #44 - MEAT DEPARTMENT
MANAGER--NON-UNION

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	EXEC. V.P.	$ 88.0	$ 29.3	$117.3				
	CEO/PRESIDENT	85.0	117.3	202.3				
	VICE PRESIDENT	50.1	8.0	58.1		$ 42.0	$ 52.5	$ 63.0
	VICE PRESIDENT	48.4	7.2	55.6		46.4	57.9	69.5
	DIV. V.P./MGR.	46.8	11.4	58.2				
	VICE PRESIDENT				$ 38.7			
	NO IN POSITION: 6							
$ 3318.4	WEIGHTED GROUP AVG:	$ 63.7	$ 34.6	$ 98.3	$ 38.7			
$999.9 AND BELOW	CEO/PRESIDENT	$ 72.0	$ 24.1	$ 96.1		$ 64.0	$ 80.1	$ 96.1
	CEO/PRESIDENT	52.5	6.0	58.5		38.1	46.5	55.3
	VICE PRESIDENT	40.6	9.0	49.6		29.3	37.6	46.2
	VICE PRESIDENT	40.4	0.0	40.4		35.0	40.0	45.0
					$ 37.8	26.7	33.1	39.5
	CEO/PRESIDENT				35.0			
	VICE PRESIDENT				34.2			
		32.5	5.1	37.6				
	EXEC. V.P.	32.3	10.0	42.3				
	ASST. V.P./DIR				31.0			
	NO IN POSITION: 10							
$ 405.7	WEIGHTED GROUP AVG:	$ 45.1	$ 9.0	$ 54.1	$ 34.5			
	NO IN POSITION: 16							
$ 1498.0	POSITION AVERAGE:	$ 53.5	$ 20.7	$ 74.2	$ 35.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$10.0	EXEC. V.P.	$ 88.0	$ 29.3	$117.3				
AND ABOVE	CEO/PRESIDENT	85.0	117.3	202.3				
	CEO/PRESIDENT	52.5	6.0	58.5		$ 38.1	$ 46.5	$ 55.3
	VICE PRESIDENT	48.4	7.2	55.6		46.4	57.9	69.5
	DIV. V.P./MGR.	46.8	11.4	58.2				
	NO IN POSITION:	5						
$ 57.5	WEIGHTED GROUP AVG:	$ 64.1	$ 34.3	$ 98.4				
$9.9	VICE PRESIDENT	$ 40.6	$ 9.0	$ 49.6		$ 29.3	$ 37.6	$ 46.2
AND BELOW	VICE PRESIDENT	40.4	0.0	40.4		35.0	40.0	45.0
					$ 37.8	26.7	33.1	39.5
	VICE PRESIDENT				34.2			
	EXEC. V.P.	32.3	10.0	42.3				
	ASST. V.P./DIR				31.0			
	NO IN POSITION:	6						
$ 3.7	WEIGHTED GROUP AVG:	$ 37.8	$ 6.3	$ 44.1	$ 34.3			

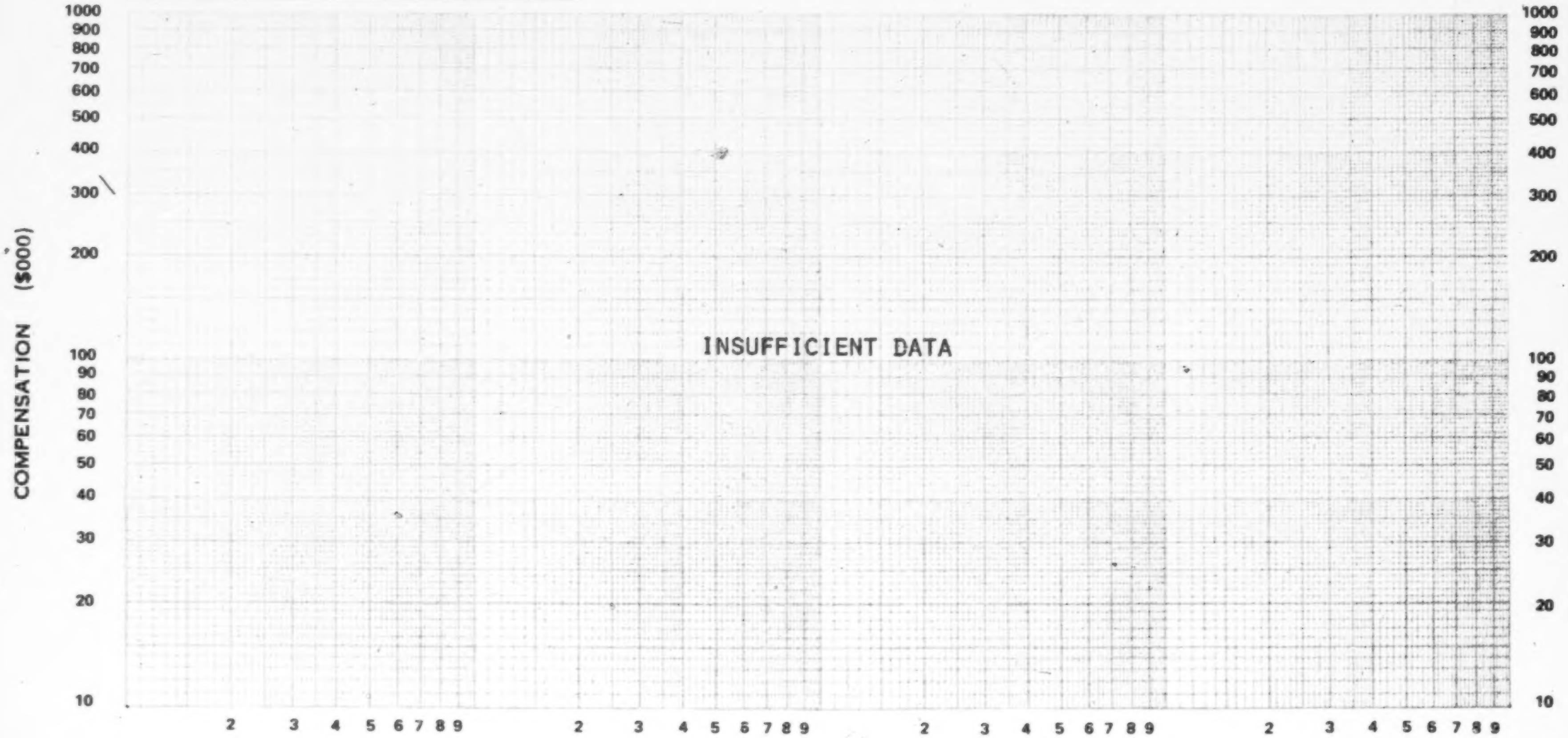
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TOP DRUG EXECUTIVE

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 72.0	$ 24.1	$ 96.1		$ 64.0	$ 80.1	$ 96.1
	VICE PRESIDENT	50.1	8.0	58.1		42.0	52.5	63.0
	VICE PRESIDENT				$ 38.7			
	CEO/PRESIDENT				35.0			
		32.5	5.1	37.6				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 51.5	$ 12.4	$ 63.9	$ 36.8			
	NO IN POSITION: 16							
$ 28.2	POSITION AVERAGE:	$ 53.5	$ 20.7	$ 74.2	$ 35.3			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	—·—·—·		



INSUFFICIENT DATA

SURVEY POSITION #45 - TOP DRUG EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	SENIOR V.P.	$ 49.0	$ 16.3	$ 65.3				
AND ABOVE	ASST. V.P./DIR	45.0	3.8	48.8		$ 34.8	$ 43.5	$ 52.7
	DIV. V.P./MGR.	40.3	1.7	42.0				
	REG. V.P./MGR.	39.9	2.0	41.9				
	NO IN POSITION: 4							
$ 4082.5	WEIGHTED GROUP AVG:	$ 43.6	$ 5.9	$ 49.5				
$999.9					$ 38.5	$ 21.7	$ 26.5	$ 31.2
AND BELOW	VICE PRESIDENT	$ 37.2	$ 3.9	$ 41.1		36.3	48.4	60.5
	DIST.MANAGER	30.8	1.9	32.7				
	NO IN POSITION: 7							
$ 334.1	WEIGHTED GROUP AVG:	$ 31.9	$ 2.2	$ 34.1	$ 38.5			
	NO IN POSITION: 11							
$ 1697.2	POSITION AVERAGE:	$ 36.5	$ 3.8	$ 40.3	$ 38.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$90.0 AND BELOW	SENIOR V.P.	$ 49.0	$ 16.3	$ 65.3				
	DIV. V.P./MGR.	40.3	1.7	42.0				
	REG. V.P./MGR.	39.9	2.0	41.9				
					$ 38.5	$ 21.7	$ 26.5	$ 31.2
	DIST.MANAGER	30.8	1.9	32.7				
	NO IN POSITION:	9						
$ 52.5	WEIGHTED GROUP AVG:	$ 35.4	$ 3.7	$ 39.1	$ 38.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 45.0	$ 3.8	$ 48.8		$ 34.8	$ 43.5	$ 52.7
	VICE PRESIDENT	37.2	3.9	41.1		36.3	48.4	60.5
	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	$ 41.1	$ 3.9	$ 45.0				
	NO IN POSITION:	11						
$ 52.5	POSITION AVERAGE:	$ 36.5	$ 3.8	$ 40.3	$ 38.5			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary —.—.—.		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

SURVEY POSITION #46 - TOP DRUG MERCHANDISING EXECUTIVE

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	DIST.MANAGER	$ 39.0	$ 1.4	$ 40.4				
AND ABOVE	VICE PRESIDENT				$ 35.6			
	DIST.MANAGER				35.4	$ 26.9	$ 34.1	$ 41.2
	REG. V.P./MGR.				35.0			
	MANAGER				34.1			
	VICE PRESIDENT	34.0	0.3	34.3				
	VICE PRESIDENT	33.0	2.0	35.0				
	MANAGER				29.4			
	NO IN POSITION: 252							
$ 5796.0	WEIGHTED GROUP AVG:	$ 37.1	$ 1.1	$ 38.2	$ 30.6			
$999.9	ASST. V.P./DIR				$ 32.5	$ 24.0	$ 30.0	$ 36.0
TO		$ 29.7	$ 1.8	$ 31.5		22.6	27.6	32.6
$500.0					28.8	22.3	27.3	32.2
	MANAGER				27.2			
	VICE PRESIDENT				27.0	23.5	28.9	34.1
	MANAGER				24.5			
	MANAGER	23.7	1.1	24.8		23.1	24.4	25.7
	NO IN POSITION: 94							
$ 650.9	WEIGHTED GROUP AVG:	$ 28.8	$ 1.7	$ 30.5	$ 27.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - PHARMACY MANAGER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	DIST.MANAGER				$ 35.9			
AND BELOW	DIST.MANAGER				34.3			
	DIST.MANAGER				34.0			
	DIST.MANAGER				33.5			
	MANAGER				33.0	$ 30.0	$ 32.5	$ 35.0
	MANAGER	$ 32.3	$ 9.6	$ 41.9				
	GROUP EXEC.				30.2			
	MANAGER				29.3			
	MANAGER				28.6			
	NO IN POSITION: 61							
$ 260.4	WEIGHTED GROUP AVG:	$ 32.3	$ 9.6	$ 41.9	$ 31.7			
	NO IN POSITION: 407							
$ 3778.0	POSITION AVERAGE:	$ 36.2	$ 2.0	$ 38.2	$ 29.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - PHARMACY MANAGER

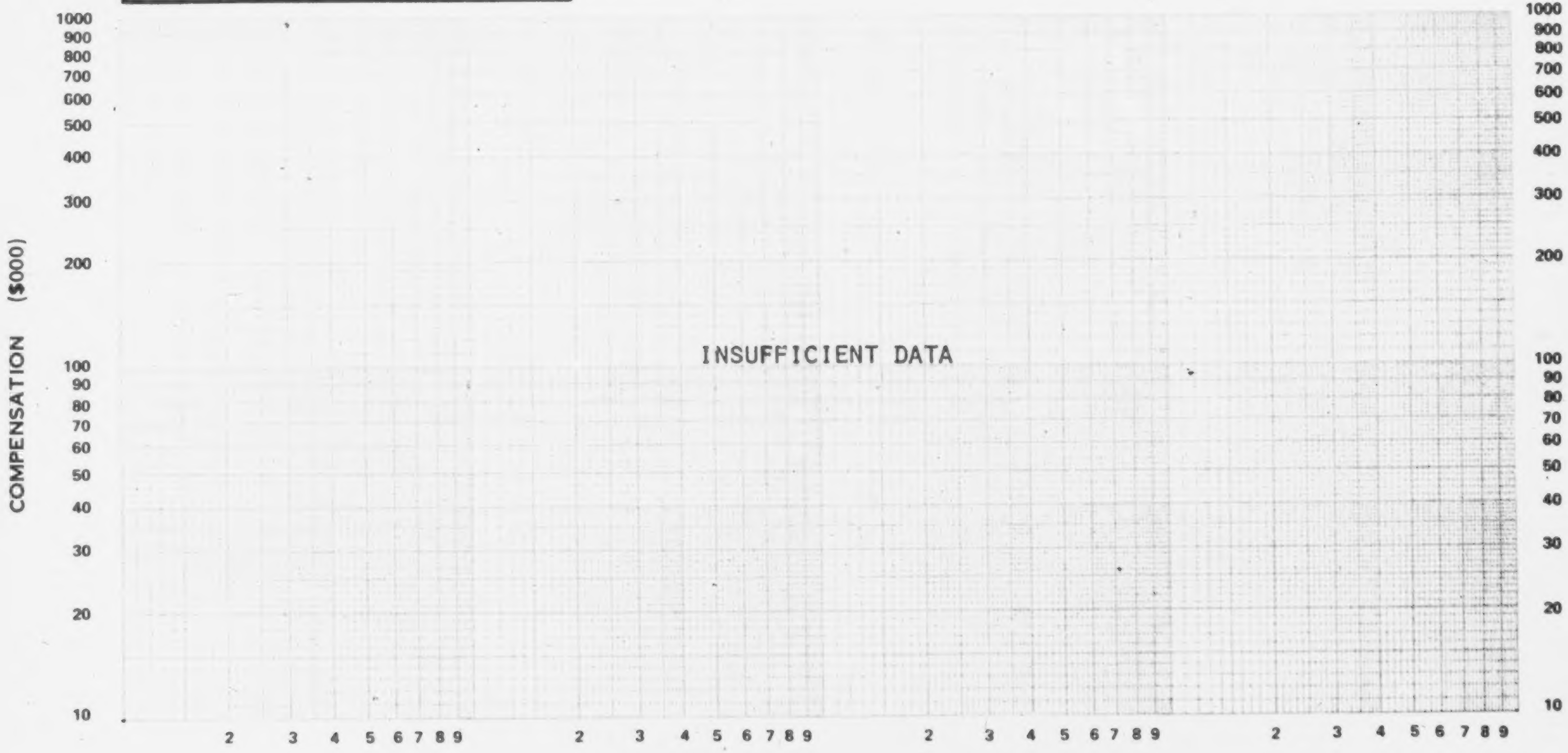
Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$10.0	DIST.MANAGER	$ 39.0	$ 1.4	$ 40.4				
AND ABOVE	DIST.MANAGER				$ 35.4	$ 26.9	$ 34.1	$ 41.2
	VICE PRESIDENT	33.0	2.0	35.0				
	ASST. V.P./DIR				32.5	24.0	30.0	36.0
	MANAGER				27.2			
	MANAGER	23.7	1.1	24.8		23.1	24.4	25.7
	NO IN POSITION: 92							
$ 51.7	WEIGHTED GROUP AVG:	$ 38.6	$ 1.4	$ 40.0	$ 29.5			
$9.9	VICE PRESIDENT				$ 35.6			
AND BELOW	REG. V.P./MGR.				35.0			
	MANAGER				34.1			
	VICE PRESIDENT	$ 34.0	$ 0.3	$ 34.3				
	MANAGER				33.0	$ 30.0	$ 32.5	$ 35.0
	MANAGER	32.3	9.6	41.9				
	MANAGER				29.3			
					28.8	22.3	27.3	32.2
	MANAGER				28.6			
	VICE PRESIDENT				27.0	23.5	28.9	34.1
	MANAGER				24.5			
	NO IN POSITION: 191							
$ 5.3	WEIGHTED GROUP AVG:	$ 33.6	$ 2.7	$ 36.3	$ 29.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIST.MANAGER				$ 35.9			
	DIST.MANAGER				34.3			
	DIST.MANAGER				34.0			
	DIST.MANAGER				33.5			
	GROUP EXEC.				30.2			
		$ 29.7	$ 1.8	$ 31.5		$ 22.6	$ 27.6	$ 32.6
	MANAGER				29.4			
	NO IN POSITION: 124							
	WEIGHTED GROUP AVG:	$ 29.7	$ 1.8	$ 31.5	$ 29.9			
	NO IN POSITION: 407							
$ 20.4	POSITION AVERAGE:	$ 36.2	$ 2.0	$ 38.2	$ 29.6			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	–.–.–.		



INSUFFICIENT DATA

SURVEY POSITION #47 - PHARMACY MANAGER

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	MANAGER	$ 41.4	$ 1.2	$ 42.6		$ 35.7	$ 38.6	$ 41.4
	MANAGER	37.1	1.0	38.1		35.7	38.6	41.4
	MANAGER	36.4	0.9	37.3		35.7	38.6	41.4
	MANAGER	35.7	0.8	36.5		35.7	38.6	41.4
	VICE PRESIDENT				$ 33.8			
	MANAGER				33.2			
	MANAGER				33.1			
	VICE PRESIDENT	32.0	0.2	32.2				
	VICE PRESIDENT	31.2	0.9	32.1				
	MANAGER				26.4			
	MANAGER				26.2			
	MANAGER				25.6			
	NO IN POSITION:	393						
$ 8033.5	WEIGHTED GROUP AVG:	$ 34.9	$ 0.6	$ 35.5	$ 27.2			
$999.9 TO $250.0					$ 31.0	$ 25.0	$ 30.0	$ 35.0
	MANAGER				28.0	22.0	27.5	33.0
	VICE PRESIDENT				25.0	23.5	28.9	34.1
					23.4	21.2	25.8	30.4
	MANAGER				21.2	21.3	22.6	23.9
	NO IN POSITION:	74						
$ 676.4	WEIGHTED GROUP AVG:				$ 26.1			

✓

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - PHARMACIST

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	MANAGER				$ 31.6			
AND BELOW					31.2			
	MANAGER				31.2			
	MANAGER				31.1			
	MANAGER				30.5			
	MANAGER				27.2			
	MANAGER				27.0			
		$ 26.4	$ 2.6	$ 29.0				
	MANAGER				22.8			
	NO IN POSITION: 36							
$ 177.0	WEIGHTED GROUP AVG:	$ 26.4	$ 2.6	$ 29.0	$ 26.9			
	NO IN POSITION: 503							
$ 6388.8	POSITION AVERAGE:	$ 34.7	$ 0.7	$ 35.4	$ 26.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	VICE PRESIDENT	$ 31.2	$ 0.9	$ 32.1				
AND ABOVE	MANAGER				$ 28.0	$ 22.0	$ 27.5	$ 33.0
	MANAGER				27.2			
	MANAGER				25.6			
	MANAGER				21.2	21.3	22.6	23.9
	NO IN POSITION: 17							
$ 13.9	WEIGHTED GROUP AVG:	$ 31.2	$ 0.9	$ 32.1	$ 26.4			
$9.9	MANAGER				$ 33.2			
TO	VICE PRESIDENT	$ 32.0	$ 0.2	$ 32.2				
$5.0					31.0	$ 25.0	$ 30.0	$ 35.0
	MANAGER				26.2			
					23.4	21.2	25.8	30.4
	NO IN POSITION: 73							
$ 6.7	WEIGHTED GROUP AVG:	$ 32.0	$ 0.2	$ 32.2	$ 27.3			

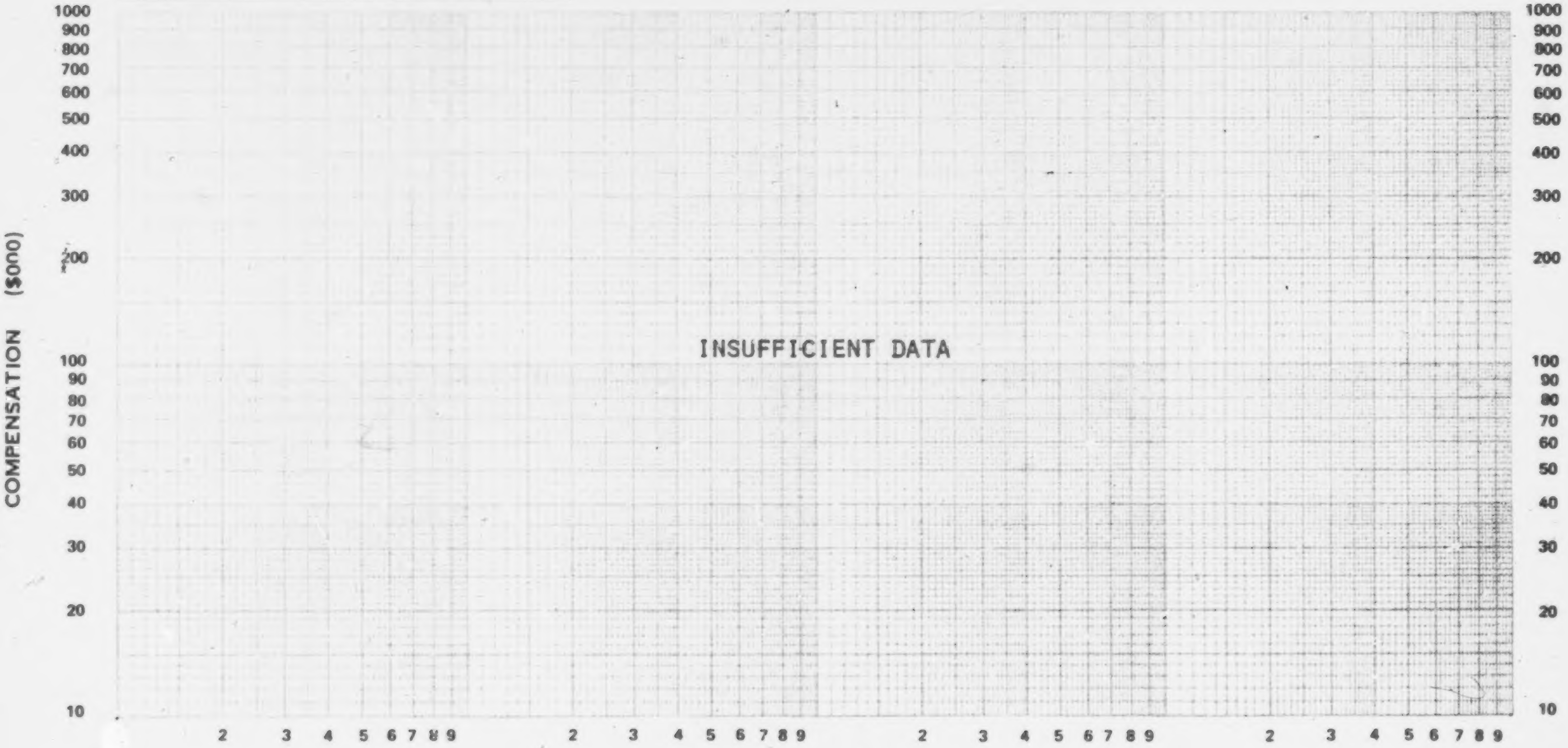
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$4.9	VICE PRESIDENT				$ 33.8			
AND BELOW	MANAGER				33.1			
	VICE PRESIDENT				25.0	$ 23.5	$ 28.9	$ 34.1
	MANAGER				22.8			
	NO IN POSITION: 81							
$ 3.3	WEIGHTED GROUP AVG:				$ 27.7			
NO SCOPE	MANAGER	$ 41.4	$ 1.2	$ 42.6		$ 35.7	$ 38.6	$ 41.4
REPORTED	MANAGER	37.1	1.0	38.1		35.7	38.6	41.4
	MANAGER	36.4	0.9	37.3		35.7	38.6	41.4
	MANAGER	35.7	0.8	36.5		35.7	38.6	41.4
	MANAGER				$ 31.6			
					31.2			
	MANAGER				31.2			
	MANAGER				31.1			
	MANAGER				30.5			
	MANAGER				27.0			
	MANAGER				26.4			
		26.4	2.6	29.0				
	NO IN POSITION: 332							
	WEIGHTED GROUP AVG:	$ 36.4	$ 1.0	$ 37.4	$ 26.7			
	NO IN POSITION: 503							
$ 5.8	POSITION AVERAGE:	$ 34.7	$ 0.7	$ 35.4	$ 26.9			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		



INSUFFICIENT DATA

SURVEY POSITION #48 - PHARMACIST

REGIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0	CEO/PRESIDENT	$ 52.0	$ 9.4	$ 61.4				
AND BELOW	DIV. V.P./MGR.	44.8	4.7	49.5		$ 37.0	$ 46.3	$ 55.6
	REG. V.P./MGR.	41.6	4.2	45.8		31.1	37.1	43.1
	DIST.MANAGER				$ 36.7	31.2	38.4	45.6
	VICE PRESIDENT				36.5	28.3	36.0	43.5
	VICE PRESIDENT	35.1	3.8	38.9		28.9	34.0	39.1
	ASST. V.P./DIR	34.5	4.7	39.2		28.9	36.1	43.4
	C.O.O.				34.3	34.1	35.8	37.4
	DIST.MANAGER	34.0	0.0	34.0		30.0	35.0	40.0
	VICE PRESIDENT				33.5	31.2	38.1	45.3
	VICE PRESIDENT				29.9	25.4	29.9	34.3
	VICE PRESIDENT				26.0	20.0	25.0	30.0
	MANAGER	21.5	0.6	22.1				
	NO IN POSITION: 28							
$ 133.3	WEIGHTED GROUP AVG:	$ 39.4	$ 4.0	$ 43.4	$ 33.7			

	NO IN POSITION: 28				
$ 133.3	POSITION AVERAGE:	$ 39.4	$ 4.0	$ 43.4	$ 33.7

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0	VICE PRESIDENT	$ 47.7	$ 9.0	$ 56.7				
AND ABOVE	DIV. V.P./MGR.	47.5	5.0	52.5		$ 37.0	$ 46.3	$ 55.6
	VICE PRESIDENT				$ 46.0			
	VICE PRESIDENT	34.0	0.0	34.0		30.0	35.0	40.0
	DIST MANAGER				33.0	27.0	33.0	39.0
	VICE PRESIDENT	31.6	4.7	36.3		26.7	33.4	40.0
	MANAGER				30.1	23.9	29.9	35.8
	VICE PRESIDENT				26.0	20.0	25.0	30.0
	NO IN POSITION: 24							
$ 49.0	WEIGHTED GROUP AVG:	$ 41.8	$ 4.4	$ 46.2	$ 33.4			
$34.9	REG. V.P./MGR.	$ 41.5	$ 4.3	$ 45.8		$ 31.1	$ 37.1	$ 43.1
AND BELOW	VICE PRESIDENT				$ 33.6	34.1	35.8	37.4
	VICE PRESIDENT	33.2	5.5	38.7		28.9	34.0	39.1
	SENIOR V.P.				32.4	31.2	32.4	33.3
	GROUP EXEC.	32.1	8.0	40.1		24.0	28.5	34.0
	ASST. V.P./DIR	29.8	2.2	32.0		25.9	31.6	37.5
	MANAGER	24.7	2.1	26.8		18.5	22.7	26.8
	NO IN POSITION: 21							
$ 22.2	WEIGHTED GROUP AVG:	$ 32.2	$ 3.4	$ 35.6	$ 32.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 33.3	$ 25.7	$ 34.3	$ 42.9
	NO IN POSITION:	48						
$ 36.5	POSITION AVERAGE:	$ 36.5	$ 3.9	$ 40.4	$ 33.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$[illegible].0	VICE PRESIDENT	$ 47.7	$ 9.0	$ 56.7				
AND ABOVE	DIV. V.P./MGR.	44.1	4.7	48.8		$ 37.0	$ 46.3	$ 55.6
	MANAGER	41.8	5.4	47.2		31.1	37.1	43.1
	VICE PRESIDENT	41.0	0.0	41.0		35.0	40.0	45.0
	DIST.MANAGER				$ 31.7	27.0	33.0	39.0
	ASST. V.P./DIR	30.9	4.7	35.6		25.7	32.1	38.6
	MANAGER				29.1	23.9	29.9	35.8
	MANAGER				28.0	28.3	36.0	43.5
	NO IN POSITION: 27							
$ 22.0	WEIGHTED GROUP AVG:	$ 41.4	$ 4.8	$ 46.2	$ 29.8			
$14.9	C.O.O.				$ 37.5	$ 34.1	$ 35.8	$ 37.4
AND BELOW	VICE PRESIDENT	$ 31.7	$ 3.0	$ 34.7		27.3	32.1	36.9
		30.0	3.0	33.0				
	DIV. V.P./MGR.				29.7	28.6	29.7	30.9
	ASST. V.P./DIR	29.1	3.8	32.9		25.9	31.6	37.5
	GROUP EXEC.	28.9	7.2	36.1		26.5	32.0	36.0
	MANAGER	24.0	2.0	26.0		18.5	22.7	26.8
	NO IN POSITION: 15							
$ 8.1	WEIGHTED GROUP AVG:	$ 26.8	$ 3.1	$ 29.9	$ 32.3			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 31.4	$ 23.6	$ 31.5	$ 39.3
	NO IN POSITION:	44						
$ 17.0	POSITION AVERAGE:	$ 35.4	$ 4.0	$ 39.4	$ 30.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$110.0	VICE PRESIDENT	$ 48.2	$ 3.3	$ 51.5		$ 33.2	$ 43.2	$ 53.2
AND BELOW	DIV. V.P./MGR.	44.3	5.0	49.3		37.0	46.3	55.6
	VICE PRESIDENT	32.7	5.5	38.2		25.6	30.1	34.6
	VICE PRESIDENT	31.7	4.7	36.4		25.7	32.1	38.5
	VICE PRESIDENT				$ 28.6	25.0	32.5	40.0
	ASST. V.P./DIR				26.6	25.9	31.6	37.5
	MANAGER	19.9	0.5	20.4				
	NO IN POSITION: 19							
$ 23.8	WEIGHTED GROUP AVG:	$ 35.4	$ 3.7	$ 39.1	$ 27.3			

	NO IN POSITION: 19				
$ 23.8	POSITION AVERAGE:	$ 35.4	$ 3.7	$ 39.1	$ 27.3

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$85.0	DIV. V.P./MGR.				$ 34.2	$ 25.9	$ 30.0	$ 35.8
AND BELOW	MANAGER	$ 33.8	$ 2.6	$ 36.4		28.0	33.4	38.7
	VICE PRESIDENT	33.1	4.6	37.7				
	VICE PRESIDENT	32.8	2.3	35.1		28.4	33.5	38.5
	VICE PRESIDENT				32.0	25.6	32.4	39.2
	DIV. V.P./MGR.	30.3	3.5	33.8		25.3	31.6	37.9
	VICE PRESIDENT				29.4	28.3	34.7	41.1
	MANAGER	25.8	0.7	26.5				
	VICE PRESIDENT	24.1	1.6	25.7		19.1	28.5	37.8
	NO IN POSITION: 35							
$ 49.0	WEIGHTED GROUP AVG:	$ 29.6	$ 2.9	$ 32.5	$ 32.2			
NO SCOPE	MANAGER	$ 35.6	$ 0.7	$ 36.3		$ 29.0	$ 36.3	$ 43.6
REPORTED	GROUP EXEC.				$ 32.1	27.0	33.0	39.0
	VICE PRESIDENT				31.8	23.9	29.9	35.8
	MANAGER				31.6	23.6	31.5	39.3
	MANAGER	25.1	2.5	27.6		21.2	26.0	30.8
	NO IN POSITION: 26							
	WEIGHTED GROUP AVG:	$ 32.1	$ 1.3	$ 33.4	$ 31.8			
	NO IN POSITION: 61							
$ 49.0	POSITION AVERAGE:	$ 30.5	$ 2.3	$ 32.8	$ 32.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100. AND BELOW	SENIOR V.P.				$ 37.6	$ 35.8	$ 37.0	$ 39.9
	MANAGER	$ 36.3	$ 0.6	$ 36.9		29.0	36.3	43.6
	VICE PRESIDENT	36.0	5.4	41.4				
		35.0	3.0	38.0				
	VICE PRESIDENT				34.4	25.6	32.4	39.6
	VICE PRESIDENT	33.3	3.5	36.8		28.2	35.3	42.3
	VICE PRESIDENT				32.9	28.3	34.7	41.1
	MANAGER	32.8	1.4	34.2		28.0	33.4	38.7
	VICE PRESIDENT	27.7	1.7	29.4		21.8	26.9	31.9
	MANAGER	24.8	2.6	27.4		21.2	26.0	30.8
	NO IN POSITION: 19							
$ 43.1	WEIGHTED GROUP AVG:	$ 31.6	$ 2.5	$ 34.1	$ 35.2			
NO SCOPE REPORTED	GROUP EXEC.				$ 36.5	$ 27.0	$ 33.0	$ 39.0
	VICE PRESIDENT				35.5	28.6	35.8	43.0
	ASST. V.P./DIR				34.2	25.7	34.3	42.9
	VICE PRESIDENT				28.9	24.4	27.9	31.5
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:				$ 34.5			
	NO IN POSITION: 27							
$ 43.1	POSITION AVERAGE:	$ 31.6	$ 2.5	$ 34.1	$ 34.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	REG. V.P./MGR.				$ 38.2			
	MANAGER	$ 37.0	$ 0.7	$ 37.7		$ 29.0	$ 36.3	$ 43.6
	MANAGER	35.0	2.8	37.8		28.0	33.4	38.7
	VICE PRESIDENT	33.9	4.8	38.7				
	ASST. V.P./DIR	33.8	3.5	37.3		28.2	35.3	42.3
		32.0	3.0	35.0				
	MANAGER				29.8	25.6	32.4	39.6
	VICE PRESIDENT	28.3	1.9	30.2		21.2	26.0	30.8
	ASST. V.P./DIR	28.0	0.9	28.9				
	VICE PRESIDENT				26.0	23.3	28.7	33.8
	NO IN POSITION: 17							
$ 21.5	WEIGHTED GROUP AVG:	$ 33.3	$ 2.2	$ 35.5	$ 30.7			
NO SCOPE REPORTED	GROUP EXEC.				$ 33.4	$ 27.0	$ 33.0	$ 39.0
	VICE PRESIDENT				31.2	23.9	29.9	35.8
	ASST. V.P./DIR				29.8	23.6	31.5	39.3
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:				$ 31.1			
	NO IN POSITION: 24							
$ 21.5	POSITION AVERAGE:	$ 33.3	$ 2.2	$ 35.5	$ 31.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0 AND ABOVE	DIV. V.P./MGR.	$ 66.2	$ 9.8	$ 76.0		$ 60.1	$ 75.1	$ 90.1
	VICE PRESIDENT	49.0	7.8	56.8		38.0	45.6	53.3
	VICE PRESIDENT	44.9	8.8	53.7		31.8	39.7	49.7
	C.O.O.	44.2	11.5	55.7		37.0	47.0	57.0
	VICE PRESIDENT	41.8	14.6	56.4		33.8	42.9	52.1
	DIV. V.P./MGR.	40.7	8.1	48.8		36.6	45.2	53.8
	VICE PRESIDENT	40.0	0.0	40.0		37.5	45.0	50.0
	VICE PRESIDENT	38.8	7.8	46.6		35.2	44.0	52.8
	DIV. V.P./MGR.	38.2	2.6	40.8		33.2	43.2	53.2
	NO IN POSITION:	36						
$ 202.5	WEIGHTED GROUP AVG:	$ 43.9	$ 7.2	$ 51.1				
$99.9 TO $75.0	VICE PRESIDENT	$ 46.0	$ 0.0	$ 46.0		$ 37.5	$ 45.0	$ 50.0
	VICE PRESIDENT	46.0	0.0	46.0		37.5	45.0	50.0
	VICE PRESIDENT	43.8	5.5	49.3		36.3	48.4	60.5
	VICE PRESIDENT	38.3	0.0	38.3		31.2	39.8	48.4
	DIV. V.P./MGR.	37.4	2.5	39.9		33.2	43.2	53.2
	REG. V.P./MGR.	33.3	4.3	37.6		31.2	38.1	45.3
	VICE PRESIDENT	29.0	5.0	34.0		24.4	29.9	35.3
	NO IN POSITION:	14						
$ 85.0	WEIGHTED GROUP AVG:	$ 38.7	$ 2.1	$ 40.8				

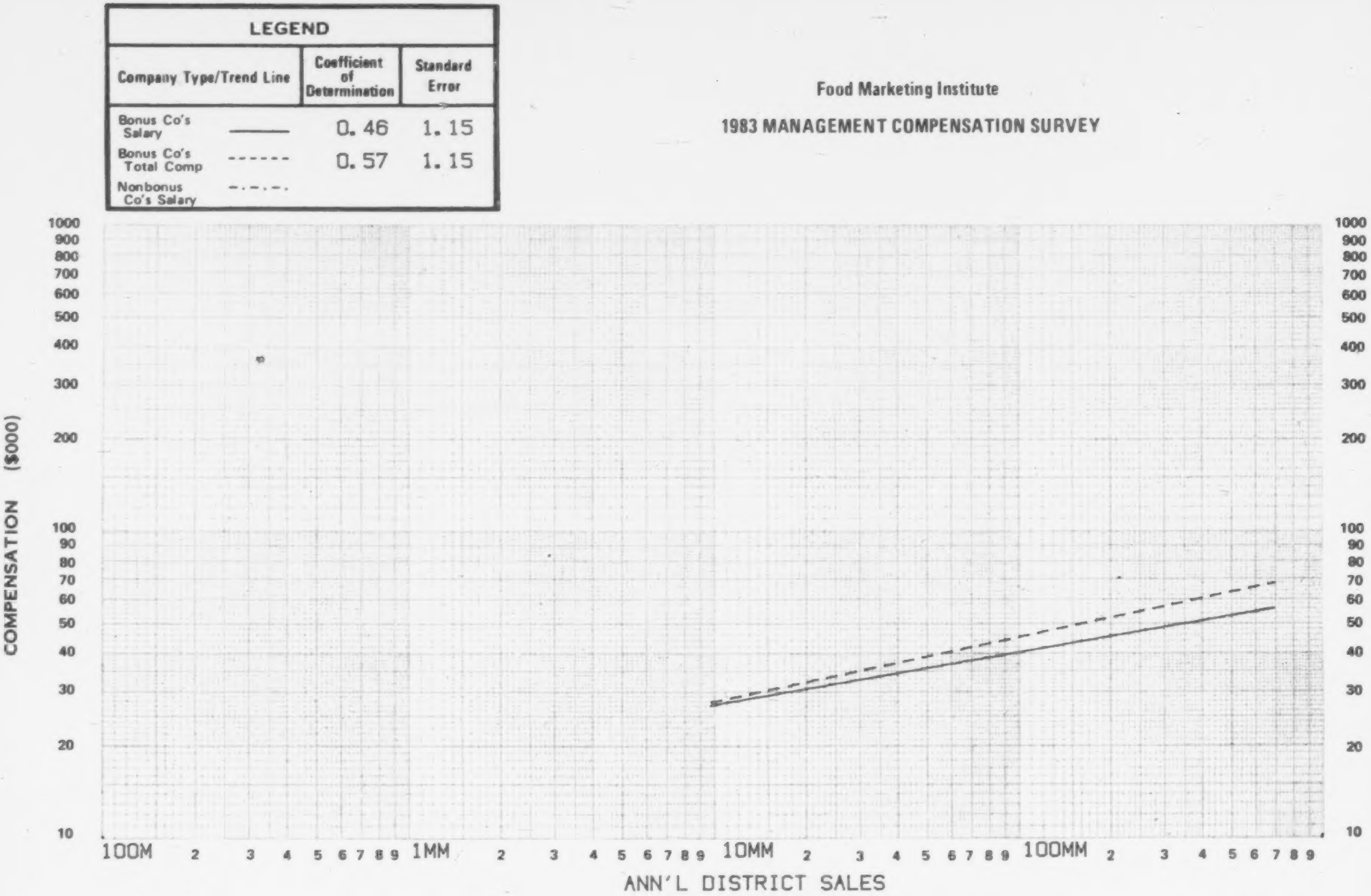
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	VICE PRESIDENT	$ 37.8	$ 0.0	$ 37.8		$ 31.2	$ 39.8	$ 48.4
AND BELOW	VICE PRESIDENT	36.4	0.0	36.4		35.0	37.5	40.0
	VICE PRESIDENT	36.3	7.0	43.3				
	VICE PRESIDENT	36.0	0.0	36.0		31.2	39.8	48.4
	REG. V.P./MGR.				$ 33.4	32.5	33.9	35.4
	REG. V.P./MGR.	33.2	3.5	36.7		31.2	38.1	45.3
	REG. V.P./MGR.	32.5	4.7	37.2		31.2	38.1	45.3
	REG. V.P./MGR.	30.5	4.6	35.1		31.2	38.1	45.3
	ASST. V.P./DIR	29.0	5.0	34.0		24.4	29.9	35.3
	NO IN POSITION: 25							
$ 52.8	WEIGHTED GROUP AVG:	$ 34.8	$ 3.6	$ 38.4	$ 33.4			
NO SCOPE	VICE PRESIDENT				$ 41.6	$ 25.0	$ 35.0	$ 45.0
REPORTED	VICE PRESIDENT				26.0	25.0	35.0	45.0
	VICE PRESIDENT				26.0	25.0	35.0	45.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:				$ 31.2			
	NO IN POSITION: 78							
$ 130.7	POSITION AVERAGE:	$ 40.1	$ 5.1	$ 45.2	$ 32.3			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.46	1.15
Bonus Co's Total Comp	------	0.57	1.15
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0	$ 41.4	$ 4.4	$ 45.8		$ 37.5	$ 46.8	$ 56.2		2.0	46.0	26.0	B	A
AND ABOVE	40.8	6.0	46.8		28.0	35.6	43.1	5.0		45.0	6.0	200	B
	38.8	9.0	47.8		32.0	41.0	50.0	5.0		47.0	14.0	150	
				$ 35.2	28.6	35.8	43.0	4.0	1.0	47.0		172	A
	35.2	2.0	37.2					5.0	2.0	50.0	12.0	210	D
	33.8	0.0	33.8		27.5	33.0	39.0	5.0	2.0	55.0	1.0	175	A
	32.5	0.6	33.1		32.5	37.2	41.9	5.0	2.0	50.0	24.0	150	150
	31.3	5.5	36.8		28.3	35.4	42.5	5.0	1.0	48.0	24.0	E	E
	30.3	7.9	38.2		24.5	33.0	41.6	5.0	1.0	45.0		250	
	29.2	8.3	37.5										
NO. IN POS: 200													
$ 403.5 WT'D AVG:	$ 38.1	$ 4.9	$ 43.0	$ 35.2									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 38.1	$ 6.4	$ 44.5		$ 28.0	$ 35.6	$ 43.1	5.0		45.0	6.0	200	B
TO	35.3	5.5	40.8		28.0	36.0	44.0	5.0		47.0	14.0	150	
$200.0	34.0	4.1	38.1		31.2	38.4	45.6						
	32.5	1.2	33.7		29.9	32.5	35.1	5.0	2.0	50.0	24.0	150	150
				$ 32.5	28.6	30.9	33.3	5.0	1.0	46.0		C	C
				31.9	23.8	29.8	35.8	4.0	1.0	47.0		172	A
	31.2	0.0	31.2		25.0	32.0	37.5	5.0	2.0	55.0	1.0	175	A
	30.5	6.7	37.2		27.0	29.1	31.2	5.0	1.0	50.0		C	C
	30.0	7.0	37.0		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
				30.0				.5	.2	43.0			
	29.3	4.0	33.3		23.9	29.9	35.9	5.0	1.0	48.0	24.0	E	E
	28.8	5.9	34.7		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
	28.6	1.4	30.0		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	D
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
	26.8	5.5	32.3										
	25.7	4.5	30.2					5.0		40.0			
NO. IN POS: 177													
$ 236.7 WT'D AVG:	$ 31.7	$ 3.9	$ 35.6	$ 31.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 35.5	$ 3.6	$ 39.1		$ 28.0	$ 35.6	$ 43.1	5.0		45.0	6.0	200	B
TO	34.0	4.6	38.6		28.0	36.0	44.0	5.0		47.0	14.0	150	
$150.0	33.0	2.0	35.0					5.0	2.0	50.0	12.0	210	D
	32.7	8.1	40.8					5.0	2.0	50.0	17.0	150	A
				$ 31.7				5.0	2.0	45.0	4.0	E	E
	31.3	0.9	32.2		28.6	30.9	33.0	5.0	2.0	50.0	24.0	150	150
				30.5	23.8	29.8	35.8	4.0	1.0	47.0		172	A
				30.0				.5	.2	43.0			
	29.0	5.5	34.5		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
	28.6	0.0	28.6		25.0	27.5	30.0	5.0	2.0	55.0	1.0	175	A
				28.6	20.0	27.5	35.C	5.0	3.0	40.0	24.0	B	C
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
	28.2	2.3	30.5		23.9	29.9	35.9	5.0	1.0	48.0	24.0	E	E
	28.0	5.6	33.6		27.0	29.1	31.2	5.0	1.0	50.0		C	C
				27.8	24.4	27.9	31.5	5.0	1.0	46.0		C	C
	27.6	4.5	32.1					5.0		40.0			
	27.6	4.6	32.2		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
	27.5	2.8	30.3		27.0	29.1	31.2	5.0	1.0	50.0		C	C
	27.2	1.6	28.8		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	D
	26.2	2.6	28.8										
NO. IN POS: 191													
$ 177.0 WT'D AVG:	$ 30.0	$ 3.0	$ 33.0	$ 30.7									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 35.4	$ 5.0	$ 40.4		$ 28.0	$ 36.0	$ 44.0	5.0		47.0	14.0	150	
TO	34.8	3.0	37.8		28.0	33.4	38.7	5.0		45.0	6.0	200	B
$100.0	34.0	11.5	45.5					5.0	2.0	50.0	17.0	150	A
				$ 30.0				.5	.2	43.0			
	29.8	9.9	39.7					5.0	2.0	50.0	17.0	150	A
	29.7	0.7	30.4		28.6	30.9	33.0	5.0	2.0	50.0	24.0	150	150
				29.0	24.4	27.9	31.5	5.0	1.0	46.0		C	C
				28.9	23.8	29.8	35.8	4.0	1.0	47.0		172	A
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
	28.6	0.0	28.6		25.0	27.5	30.0	5.0	2.0	55.0	1.0	175	A
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
	27.3	3.4	30.7		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
	26.9	4.3	31.2		25.9	31.6	37.5	5.0	1.0	50.0	2.0	A	A
	26.5	1.2	27.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	D
	26.2	1.1	27.3		22.7	28.3	34.0	5.0	1.0	48.0	24.0	E	E
	25.8	2.5	28.3										
	23.7	4.0	27.7					5.0		40.0			
NO. IN POS: 165													
$ 125.0 WT'D AVG:	$ 28.2	$ 2.3	$ 30.5	$ 29.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 32.8	$ 12.2	$ 45.0					5.0	2.0	50.0	26.0	150	A
TO				$ 30.0				.5	.2	43.0			
$75.0	29.1	1.0	30.1		$ 27.3	$ 29.4	$ 31.5	5.0	2.0	50.0	24.0	150	150
	28.7	1.4	30.1		22.7	28.3	34.0	5.0	1.0	48.0	24.0	E	E
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
				28.6	20.0	27.5	35.0	5.0	2.0	40.0		C	C
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
				28.4	23.8	29.8	35.8	4.0	1.0	47.0		172	A
				28.2	24.4	27.9	31.5	5.0	1.0	46.0		C	C
	26.5	2.8	29.3		23.0	28.7	33.8	5.0	1.0	50.0	2.0	A	A
	26.5	0.9	27.4		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	D
	24.7	2.9	27.6		23.3	28.7	33.8	5.0	1.0	50.0	2.0	A	A
	23.2	4.0	27.2					5.0		40.0			
NO. IN POS: 50													
$ 88.0 WT'D AVG:	$ 27.6	$ 2.8	$ 30.4	$ 29.0									

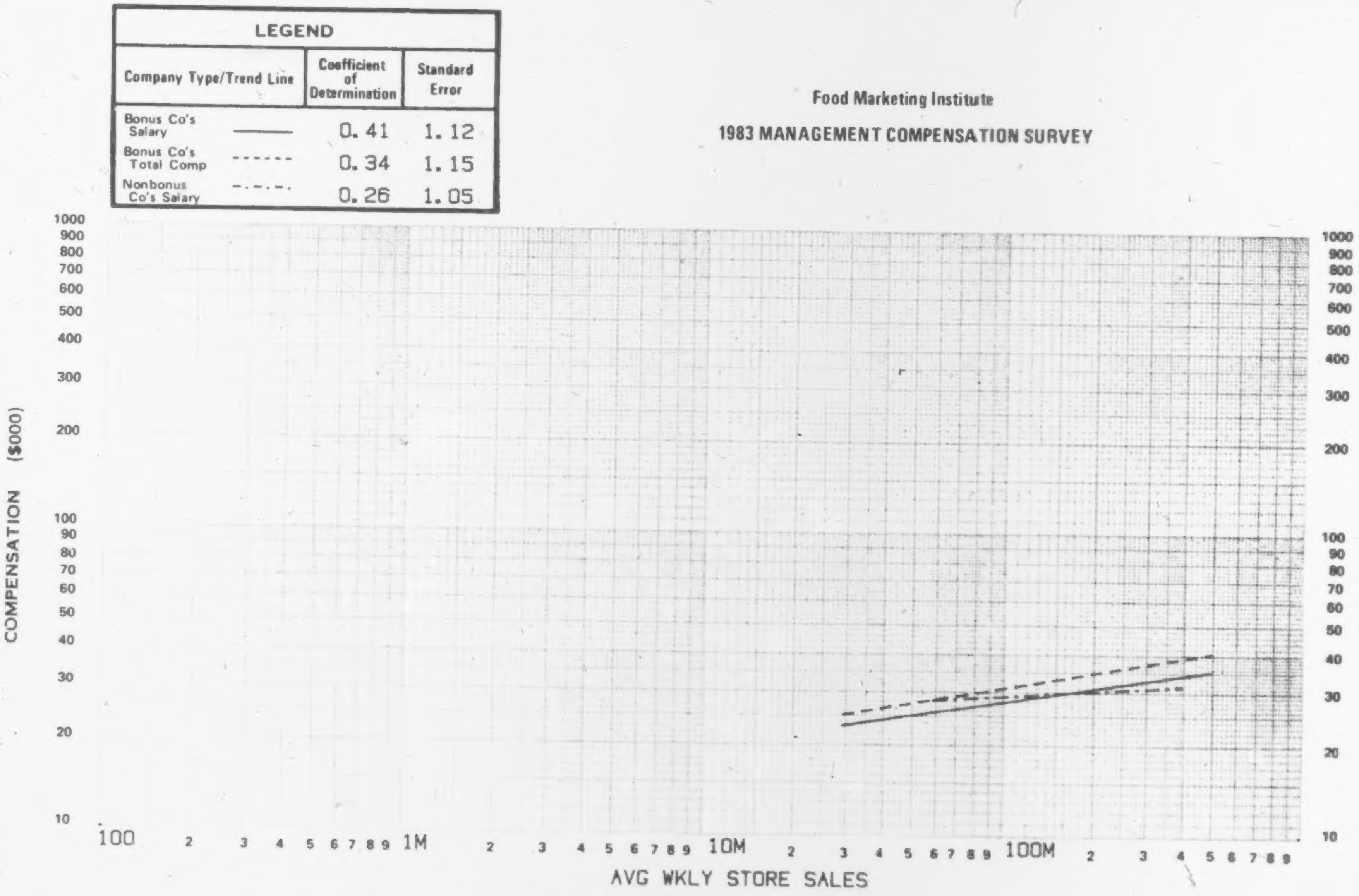
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 30.7	$ 11.5	$ 42.2					5.0	2.0	50.0	26.0	150	A
AND BELOW				$ 30.0				.5	.2	43.0			
				29.1	$ 24.4	$ 27.9	$ 31.5	5.0	1.0	46.0		C	C
				28.6	20.0	27.5	35.0	5.0	3.0	40.0	24.0	B	C
	27.7	0.3	28.0		27.3	29.4	31.5	5.0	2.0	50.0	24.0	150	150
	26.3	2.0	28.3		23.0	28.7	33.8	5.0	1.0	50.0	2.0	A	A
	25.6	0.1	25.7		27.3	29.4	31.5	5.0	2.0	50.0	24.0	150	150
	25.0	0.5	25.5		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	D
	24.8	1.5	26.3										
	24.6	1.2	25.8		20.7	24.7	28.7	5.0	2.0	45.0	20.0	112	D
	23.6	2.3	25.9		23.3	28.7	33.8	5.0	1.0	50.0	2.0	A	A
	23.5	2.3	25.8		21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
	22.8	3.2	26.0					5.0		40.0			
NO. IN POS: 126													
$ 63.9 WT'D AVG:	$ 25.1	$ 1.9	$ 27.0	$ 29.4									
NO SCOPE	$ 34.0	$ 4.1	$ 38.1		$ 31.2	$ 38.4	$ 45.6						
REPORTED	29.5	4.5	34.0					5.0		40.0			
NO. IN POS: 23													
WT'D AVG:	$ 33.8	$ 4.1	$ 37.9										
NO. IN POS: 932													
$ 208.4 POSITION AVG:	$ 31.2	$ 3.3	$ 34.5	$ 30.8									

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.41	1.12
Bonus Co's Total Comp	------	0.34	1.15
Nonbonus Co's Salary	-.-.-.	0.26	1.05

SURVEY POSITION #42 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 30.3	$ 2.5	$ 32.8		$ 27.9	$ 34.8	$ 41.8	5.0	2.0	46.0	26.0	B	A
	30.2	1.0	31.2					5.0	2.0	50.0	12.0	200	D
	28.3	2.0	30.3		23.4	28.5	33.7						
				$ 27.6	22.4	26.6	31.0		5.0	45.0	25.0	150	B
				27.5	22.4	26.6	31.0		5.0	45.0	25.0	150	B
				26.1	20.2	24.8	29.3		5.0	47.0		140	A
				26.0	29.1	30.2	31.2	5.0	2.0	45.0	20.0	150	150
	25.5	5.1	30.6		22.6	27.6	32.6	5.0	2.0	45.0		250	
				25.4	20.2	24.8	29.3		5.0	47.0		140	A
	24.9	2.8	27.7		23.4	25.4	27.3	5.0	1.0	45.0	28.0	E	E
				24.8	31.2	33.8	36.4	5.0	2.0	45.0	20.0	150	150
				24.6	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				24.5	22.9	24.7	26.5	5.0	1.0	50.0		C	C
				24.0				.5	.2	40.0			
	23.0	0.0	23.0		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
	22.5	2.0	24.5		22.4	24.0	25.5	5.0	1.0	45.0	28.0	E	E
	22.3	0.0	22.3		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
	22.2	0.6	22.8		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	D
				22.1	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				20.8	15.0	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	20.0	27.5	35.0	5.0	4.0	40.0	26.0	B	C
	17.8	2.5	20.3					5.0		40.0			
NO. IN POS: 445													
$ 252.8 WT'D AVG:	$ 28.5	$ 2.5	$ 31.0	$ 25.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 28.6	$ 20.0	$ 27.5	$ 35.0	5.0	4.0	40.0	26.0	B	C
TO				28.0				5.0	2.0	43.0	4.0	E	E
$150.0				27.0	22.4	26.6	31.0		5.0	45.0	25.0	150	B
				26.1	29.1	30.2	31.2	5.0	2.0	45.0	20.0	150	150
				24.6	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				24.6	20.2	24.8	29.3		5.0	47.0		140	A
				24.0				.5	.2	40.0			
				23.9	22.9	24.7	26.5	5.0	1.0	50.0		C	C
				23.5	22.9	24.7	26.5	5.0	1.0	50.0		C	C
	$ 23.1	$ 1.1	$ 24.2		22.4	24.0	25.5	5.0	1.0	45.0	28.0	E	E
	22.6	1.1	23.7		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	D
	22.3	0.0	22.3		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
				20.8	15.0	20.5	26.0	5.0	4.0	40.0	26.0	B	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				20.8	15.0	20.5	26.0	5.0	4.0	40.0	26.0	B	C
	20.2	6.6	26.8					5.0	3.0	45.0	17.0	F	E
	19.5	2.5	22.0					5.0		40.0			
NO. IN POS: 157													
$ 175.1 WT'D AVG:	$ 22.	$ 1.4	$ 23.5	$ 25.9									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

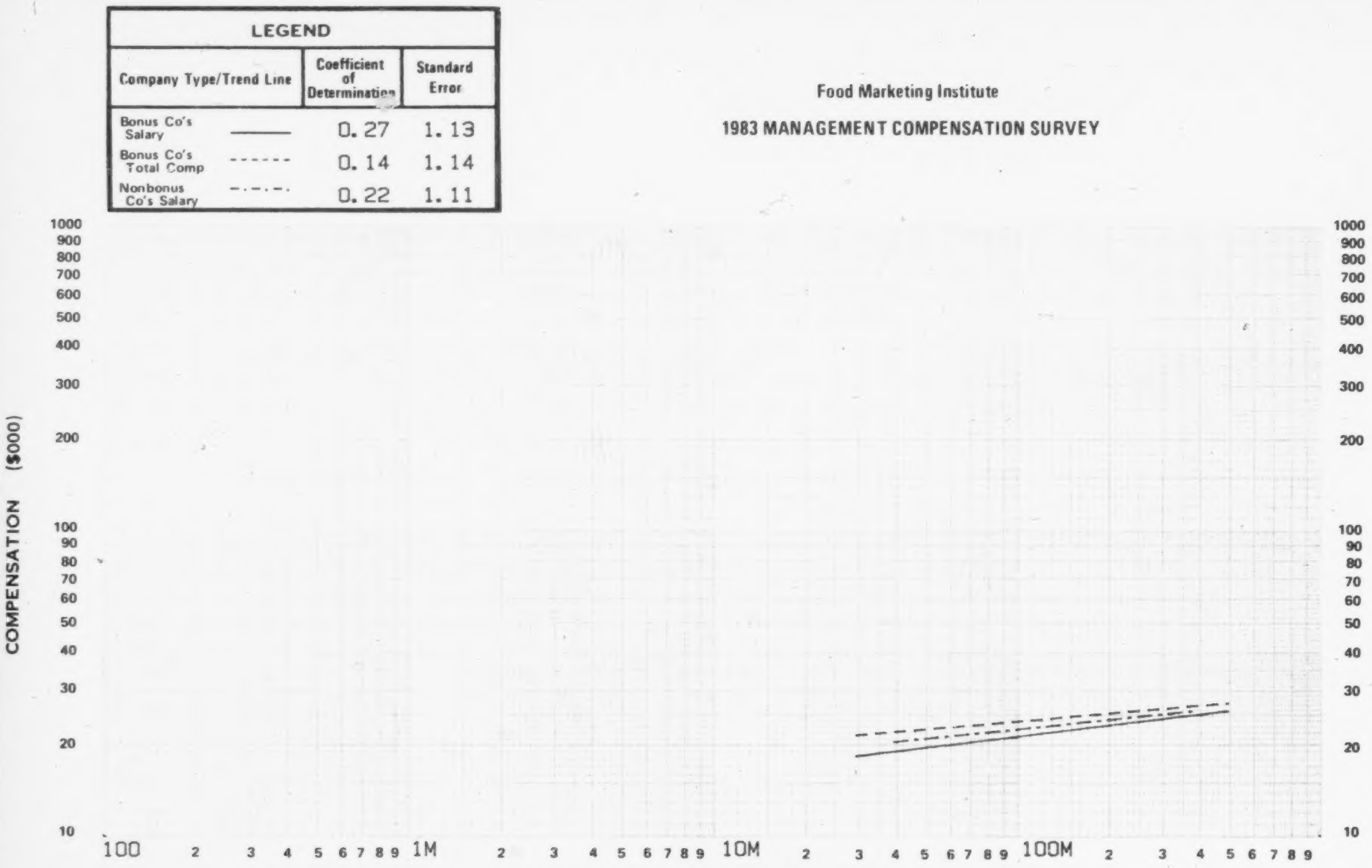
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$149.9				$ 27.5	$ 22.4	$ 26.6	$ 31.0		5.0	45.0	25.0	150	B
TO				25.7	28.1	29.1	30.2	5.0	2.0	45.0	20.0	150	150
$100.0				24.1	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				23.0				.5	.2	40.0			
	$ 22.7	$ 0.8	$ 23.5		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	D
	22.7	0.6	23.3		22.1	23.3	24.4	5.0	1.0	45.0	28.0	E	E
				22.5	20.2	24.8	29.3		5.0	47.0		140	A
	21.8	0.0	21.8		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
				20.8	15.2	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0	26.0	B	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0	26.0	B	C
				20.3	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
	20.2	6.6	26.8					5.0	3.0	45.0	17.0	F	E
	20.2	6.6	26.8					5.0	3.0	45.0	17.0	F	E
	17.8	2.5	20.3					5.0		40.0			
NO. IN POS: 144													
$ 125.3 WT'D AVG:	$ 21.1	$ 1.8	$ 22.9	$ 24.7									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9				$ 24.6	$ 27.0	$ 28.1	$ 29.1	5.0	2.0	45.0	20.0	150	150
TO	$ 24.2	$ 0.8	$ 25.0		22.1	23.3	24.4	5.0	1.0	45.0	28.0	E	E
$75.0				24.0	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
	22.4	0.6	23.0		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	D
				22.0				.5	.2	40.0			
				20.8	15.2	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0		C	C
				20.8	15.0	20.5	26.0	5.0	4.0	40.0	26.0	B	C
	20.2	7.6	27.8					5.0	3.0	45.0	26.0	F	E
				20.0	19.4	23.6	28.1	5.0	1.0	50.0	2.0	A	A
	19.9	2.5	22.4					5.0		40.0			
NO. IN POS: 46													
$ 38.3 WT'D AVG:	$ 21.8	$ 2.9	$ 24.7	$ 22.8									
$74.9				$ 26.8	$ 26.0	$ 27.0	$ 28.1	5.0	2.0	45.0	20.0	150	150
AND BELOW				23.5	21.3	26.1	30.9	5.0	1.0	50.0	2.0	A	A
				23.3	26.0	27.0	28.1	5.0	2.0	45.0	20.0	150	150
	$ 22.8	$ 0.8	$ 23.6		18.1	20.8	23.4	5.0	2.0	45.0	20.0	112	D
	20.8	0.3	21.1		17.0	19.6	22.2	5.0	2.0	45.0	20.0	112	D
				20.8				5.0		40.0		F	F
				20.8	20.0	27.5	35.0	5.0	4.0	40.0	26.0	B	C
	20.2	7.6	27.8					5.0	3.0	45.0	26.0	F	E
				20.0				.5	.2	40.0			
				18.9	19.4	23.6	28.1	5.0	1.0	50.0	2.0	A	A
				18.6	19.4	23.6	28.1	5.0	1.0	50.0	2.0	A	A
	17.4	2.5	19.9					5.0		40.0			
NO. IN POS: 116													
$ 64.6 WT'D AVG:	$ 19.9	$ 4.6	$ 24.5	$ 21.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE		$ 28.3	$ 2.0	$ 30.3		$ 23.4	$ 28.5	$ 33.7						
REPORTED		19.6	2.5	22.1					5.0		40.0			
NO. IN POS: 25	WT'D AVG:	$ 27.3	$ 2.0	$ 29.3										
NO. IN POS: 933 $ 186.8	POSITION AVG:	$ 26.6	$ 2.4	$ 29.0	$ 24.2									



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.27	1.13
Bonus Co's Total Comp	- - - - - -	0.14	1.14
Nonbonus Co's Salary	–·–·–·	0.22	1.11

SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 34.0				5.0	1.0	45.0	1.0	225	225
AND ABOVE				30.4				5.0	1.0	45.0	10.0	G	D
	$ 26.8	$ 2.4	$ 29.2		$ 25.2	$ 26.9	$ 28.6	5.0	1.0	45.0	26.0	E	E
	26.8	2.2	29.0										
				26.7				4.0	1.0	40.0		F	F
				25.8				5.0	1.0	40.0	18.0	E	F
				25.7	23.9	24.8	25.7	5.0	1.0	46.0		C	C
	25.5	2.2	27.7										
				24.2				5.0	2.0	40.0	4.0	F	F
				21.4				5.0		40.0		E	E
NO. IN POS: 84													
$ 68.6 WT'D AVG:	$ 26.8	$ 2.2	$ 29.0	$ 27.1									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 34.0				5.0	1.0	45.0	1.0	225	225
TO				30.4				5.0	1.0	45.0	10.0	G	D
$35.0				29.6				5.0	1.0	43.0	2.0	E	E
				26.7				4.0	1.0	40.0		F	F
				26.0				5.0	1.0	40.0			
				25.8				5.0	1.0	40.0	18.0	E	F
	$ 25.7	$ 1.7	$ 27.4		$ 24.7	$ 26.0	$ 27.3	5.0	1.0	45.0	26.0	E	E
				25.5	23.5	24.5	25.5	5.0	1.0	46.0		C	C
				25.5	22.4	24.6	26.8	5.0	1.0	50.0		C	C
	25.5	1.5	27.0										
				24.2				5.0	2.0	40.0	4.0	F	F
				23.7	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.2				5.0		40.0		E	E
NO. IN POS: 128													
$ 40.9 WT'D AVG:	$ 25.6	$ 1.7	$ 27.3	$ 27.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

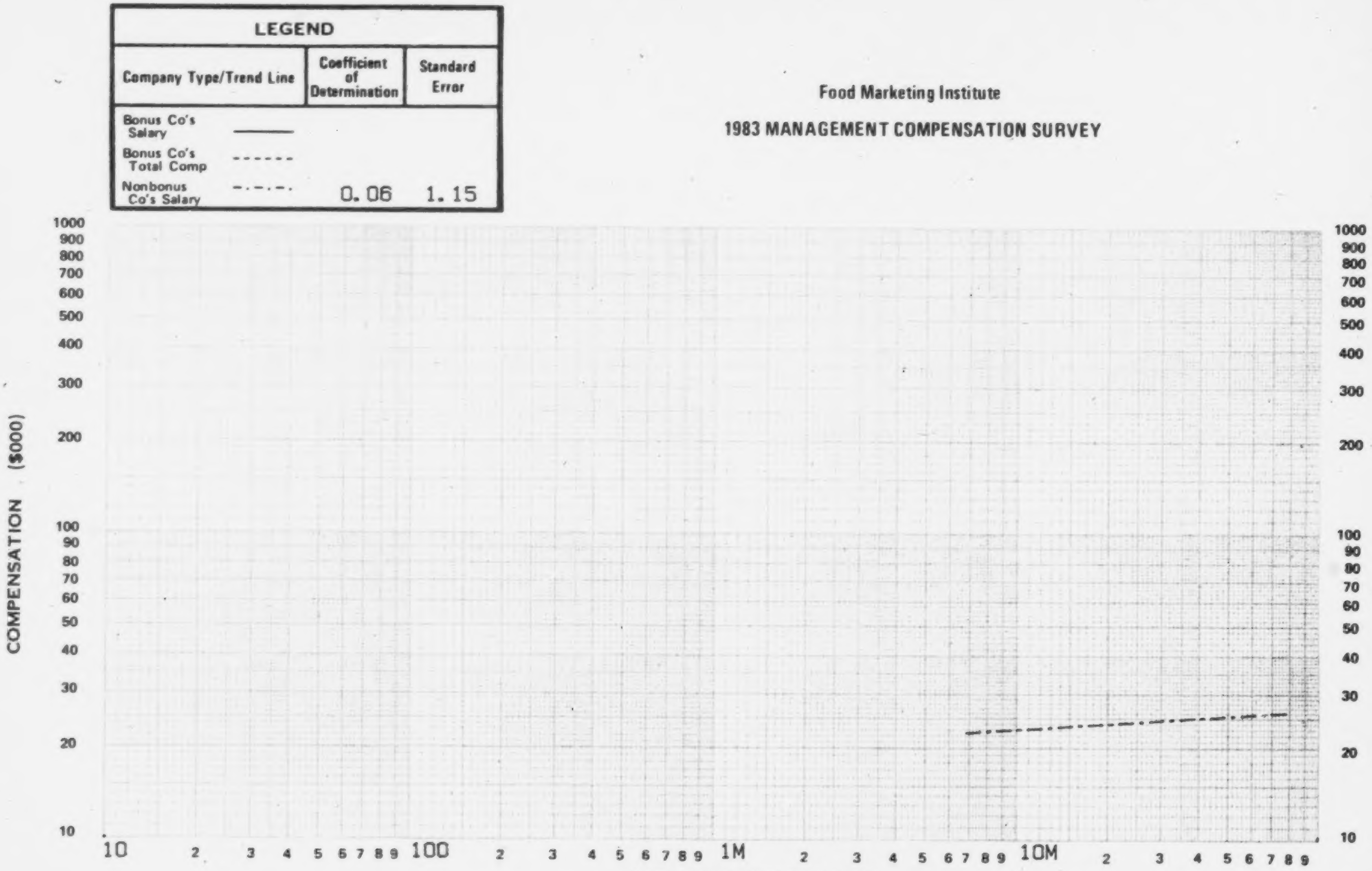
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9				$ 33.0				5.0	1.0	45.0	1.0	225	225
TO				26.7				4.0	1.0	40.0		F	F
$25.0				26.0				5.0	1.0	40.0			
	$ 26.0	$ 4.3	$ 30.3					5.0		42.0	12.0	F	E
				25.6				5.0	1.0	40.0	18.0	E	F
				25.5	$ 22.4	$ 24.6	$ 26.8	5.0	1.0	50.0		C	C
	25.5	1.0	26.5										
				25.5	23.5	24.5	25.5	5.0	1.0	46.0		C	C
	25.4	1.0	26.4		24.7	26.0	27.3	5.0	1.0	45.0	26.0	E	E
	24.7	0.0	24.7					5.0	2.0	43.0			
				24.2				5.0	2.0	40.0	4.0	F	F
				23.8	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				21.4				5.0		40.0		E	E
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
NO. IN POS: 213													
$ 29.9 WT'D AVG:	$ 25.1	$ 0.8	$ 25.9	$ 25.9									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9				$ 31.0				5.0	1.0	42.0	1.0	225	225
TO				30.4				5.0	1.0	45.0	10.0	G	D
$15.0				26.7				4.0	1.0	40.0		F	F
	$ 26.0	$ 4.3	$ 30.3					5.0		42.0	12.0	F	E
				26.0				5.0	1.0	40.0			
	26.0	4.3	30.3					5.0		42.0	12.0	F	E
				25.6				5.0	1.0	40.0	18.0	E	F
				24.8	$ 23.5	$ 24.5	$ 25.5	5.0	1.0	46.0		C	C
	24.1	0.5	24.6		23.7	25.3	26.8	5.0	1.0	45.0	26.0	E	E
				23.9				5.0	2.0	40.0	4.0	F	F
				23.7	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		C	C
				20.3				5.0		40.0		E	E
NO. IN POS: 162													
$ 20.3 WT'D AVG:	$ 24.7	$ 1.6	$ 26.3	$ 24.6									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW				$ 30.0				5.0	1.0	42.0	1.0	225	225
				26.7				4.0	1.0	40.0		F	F
	$ 26.0	$ 4.3	$ 30.3					5.0		42.0	12.0	F	E
				25.0				5.0	1.0	40.0	18.0	E	F
				24.5	$ 23.0	$ 23.7	$ 24.5	5.0	1.0	46.0		C	C
	24.2	0.7	24.9		23.7	25.3	26.8	5.0	1.0	45.0	26.0	E	E
				24.0				5.0	1.0	40.0			
				23.9				5.0	2.0	40.0	4.0	F	F
				23.7	21.4	22.6	23.9	5.0	2.0	40.0			E
				21.7				5.0	1.0	45.0	26.0	F	F
				21.5				5.0	2.0	40.0	4.0	F	F
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				20.8	18.7	19.8	20.8	5.0	2.0	40.0		B	C
				19.5				5.0		40.0		E	E
NO. IN POS: 145													
$ 12.1 WT'D AVG:	$ 25.7	$ 3.8	$ 29.5	$ 22.4									
NO. IN POS: 732													
$ 30.6 POSITION AVG:	$ 25.7	$ 1.6	$ 27.3	$ 25.0									



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$325.0	SENIOR V.P.				$ 50.0			
AND BELOW	VICE PRESIDENT	$ 45.0	$ 0.0	$ 45.0		$ 38.9	$ 47.2	$ 55.5
	VICE PRESIDENT	43.0	5.8	48.8		31.1	37.1	43.1
	VICE PRESIDENT	42.5	5.5	48.0				
	VICE PRESIDENT	36.0	4.5	40.5				
		33.8	0.0	33.8				
	EXEC. V.P.	33.8	4.0	37.8				
	ASST. V.P./DIR				30.9			
	DIV. V.P./MGR.				29.5			
	CEO/PRESIDENT	13.9	9.7	23.6				
	NO IN POSITION:	24						
$ 120.1	WEIGHTED GROUP AVG:	$ 35.2	$ 5.8	$ 41.0	$ 33.8			
NO SCOPE	ASST. V.P./DIR	$ 48.5	$ 7.5	$ 56.0		$ 42.3	$ 52.8	$ 63.3
REPORTED	ASST. V.P./DIR				$ 31.0	24.8	29.8	35.7
	NO IN POSITION:	11						
	WEIGHTED GROUP AVG:	$ 48.5	$ 7.5	$ 56.0	$ 31.0			
	NO IN POSITION:	35						
$ 120.1	POSITION AVERAGE:	$ 38.9	$ 6.3	$ 45.2	$ 32.7			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$85.0	C.O.O.				$ 50.0			
AND BELOW	VICE PRESIDENT	$ 42.2	$ 5.4	$ 47.6		$ 31.1	$ 37.1	$ 43.1
	VICE PRESIDENT	40.0	0.0	40.0		38.9	47.2	55.5
	VICE PRESIDENT	38.0	5.0	43.0				
	MANAGER				34.5	33.9	41.4	48.9
	EXEC. V.P.	31.2	5.3	36.5				
	DIV. V.P./MGR.				29.9			
	MANAGER				28.2	23.4	29.2	35.1
	ASST. V.P./DIR				27.5			
	MANAGER	25.5	2.4	27.9				
	NO IN POSITION: 22							
$ 43.2	WEIGHTED GROUP AVG:	$ 39.6	$ 4.7	$ 44.3	$ 32.1			
NO SCOPE	ASST. V.P./DIR	$ 47.2	$ 8.1	$ 55.3		$ 42.3	$ 52.8	$ 63.3
REPORTED	ASST. V.P./DIR				$ 32.0	24.8	29.8	35.7
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 47.2	$ 8.1	$ 55.3	$ 32.0			
	NO IN POSITION: 30							
$ 43.2	POSITION AVERAGE:	$ 42.2	$ 5.9	$ 48.1	$ 32.1			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND ABOVE	VICE PRESIDENT	$ 47.4	$ 0.0	$ 47.4		$ 38.9	$ 47.2	$ 55.5
	VICE PRESIDENT				$ 46.2			
	DIST.MANAGER				37.1	32.0	38.9	45.8
	VICE PRESIDENT	35.6	2.6	38.2		26.6	31.6	36.6
	MANAGER	27.7	2.7	30.4				
	DIV. V.P./MGR.				27.3			
	NO IN POSITION: 15							
$ 24.8	WEIGHTED GROUP AVG:	$ 35.3	$ 2.4	$ 37.7	$ 36.9			
$19.9 AND BELOW	VICE PRESIDENT	$ 37.0	$ 4.8	$ 41.8				
	EXEC. V.P.	36.1	8.0	44.1				
		30.2	0.0	30.2				
	MANAGER				$ 27.1	$ 23.4	$ 29.2	$ 35.1
	ASST. V.P./DIR				26.9			
	NO IN POSITION: 8							
$ 9.2	WEIGHTED GROUP AVG:	$ 34.4	$ 4.3	$ 38.7	$ 27.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 48.4	$ 8.7	$ 57.1		$ 42.3	$ 52.8	$ 63.3
	ASST. V.P./DIR				$ 39.0	35.7	42.8	51.4
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 48.4	$ 8.7	$ 57.1	$ 39.0			
	NO IN POSITION: 33							
$ 19.4	POSITION AVERAGE:	$ 39.3	$ 4.7	$ 44.0	$ 33.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	VICE PRESIDENT	$ 43.2	$ 5.7	$ 48.9				
AND BELOW	VICE PRESIDENT	39.4	6.0	45.4				
	VICE PRESIDENT	37.0	0.0	37.0		$ 31.7	$ 37.9	$ 44.2
	DIV. V.P./MGR.				$ 34.4			
	EXEC. V.P.	31.9	3.3	35.2				
	MANAGER				22.8	18.2	22.7	27.3
	NO IN POSITION: 16							
$ 14.0	WEIGHTED GROUP AVG:	$ 37.9	$ 3.7	$ 41.6	$ 23.8			
NO SCOPE	ASST. V.P./DIR	$ 40.5	$ 5.5	$ 46.0		$ 42.3	$ 52.8	$ 63.3
REPORTED	C.O.O.				$ 36.4			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 40.5	$ 5.5	$ 46.0	$ 36.4			
	NO IN POSITION: 20							
$ 14.0	POSITION AVERAGE:	$ 38.8	$ 4.3	$ 43.1	$ 25.6			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$135.0 AND BELOW	MANAGER	$ 39.6	$ 2.0	$ 41.6		$ 28.0	$ 36.9	$ 45.8
	CEO/PRESIDENT	33.0	8.0	41.0				
	DIV. V.P./MGR.				$ 29.8			
	MANAGER	28.5	2.8	31.3		22.7	26.7	30.7
	GROUP EXEC.				26.0			
	MANAGER	25.2	4.4	29.6				
	ASST. V.P./DIR	25.1	0.0	25.1		21.9	25.6	29.3
	NO IN POSITION: 21							
$ 52.8	WEIGHTED GROUP AVG:	$ 29.3	$ 2.6	$ 31.9	$ 27.9			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 36.5			
		$ 34.6	$ 3.0	$ 37.6				
	MANAGER				30.4	$ 28.2	$ 35.5	$ 42.5
	MANAGER				29.7	23.4	29.2	35.1
	ASST. V.P./DIR				27.5			
	ASST. V.P./DIR				27.4	19.7	24.6	29.6
	ASST. V.P./DIR	26.2	4.5	30.7		21.3	26.6	32.7
	NO IN POSITION: 28							
	WEIGHTED GROUP AVG:	$ 30.4	$ 3.8	$ 34.2	$ 30.1			
	NO IN POSITION: 49							
$ 52.8	POSITION AVERAGE:	$ 29.5	$ 2.8	$ 32.3	$ 29.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0	REG. V.P./MGR.	$ 53.2	$ 15.8	$ 69.0		$ 39.9	$ 48.0	$ 56.1
AND ABOVE	VICE PRESIDENT				$ 45.5			
	VICE PRESIDENT				45.3			
	C.O.O.				44.2			
	VICE PRESIDENT	42.5	3.7	46.2		32.7	39.1	45.5
	VICE PRESIDENT				42.3	28.1	37.3	46.5
	VICE PRESIDENT				41.8	28.1	37.3	46.5
	DIV. V.P./MGR.	37.8	2.4	40.2		23.4	33.4	43.4
	GROUP EXEC.	36.5	6.5	43.0				
	VICE PRESIDENT	36.2	0.0	36.2		28.7	34.2	39.7
	GROUP EXEC.	36.0	6.5	42.5				
	VICE PRESIDENT	35.0	40.0	75.0				
	NO IN POSITION:	32						
$ 122.4	WEIGHTED GROUP AVG:	$ 46.3	$ 16.8	$ 63.1	$ 43.6			

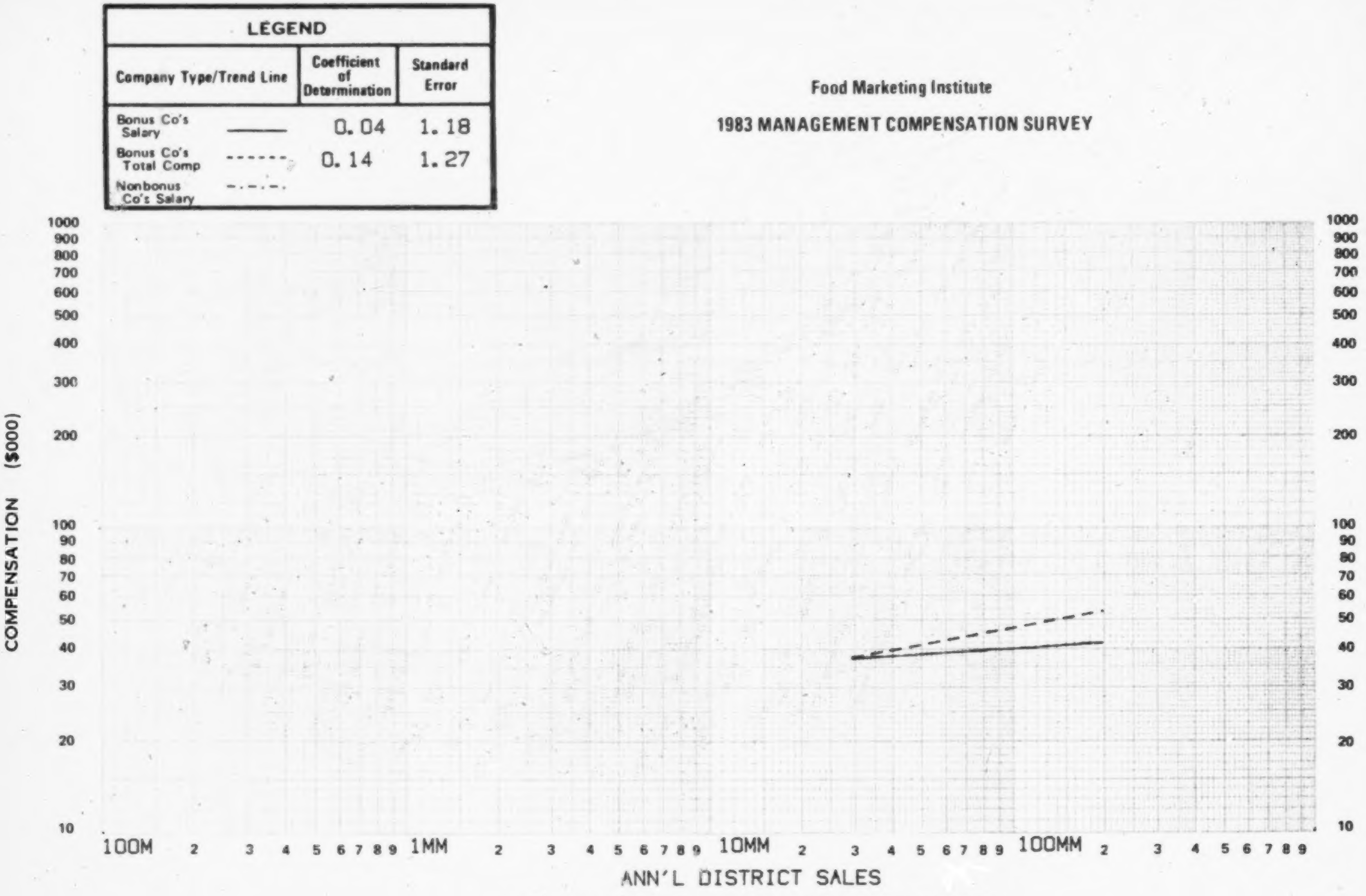
FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9 AND BELOW	REG. V.P./MGR.	$ 48.1	$ 13.9	$ 62.0		$ 36.2	$ 46.2	$ 56.1
	VICE PRESIDENT	46.0	7.9	53.9		33.2	41.5	49.8
	VICE PRESIDENT				$ 42.3			
	VICE PRESIDENT	41.7	3.5	45.2		32.7	39.1	45.5
	VICE PRESIDENT	41.7	1.9	43.6		32.7	39.1	45.5
	C.O.O.				40.1			
	GROUP EXEC.				35.2			
		34.0	0.0	34.0				
	VICE PRESIDENT	33.6	0.0	33.6		28.7	34.2	39.7
	GROUP EXEC.				33.3			
	VICE PRESIDENT	29.5	0.0	29.5		28.7	34.2	39.7
	NO IN POSITION: 28							
$ 55.0	WEIGHTED GROUP AVG:	$ 38.4	$ 3.6	$ 42.0	$ 37.1			
NO SCOPE REPORTED	REG. V.P./MGR.	$ 47.6	$ 8.8	$ 56.4		$ 42.3	$ 52.8	$ 63.3
	NO IN POSITION: 114							
$ 90.9	POSITION AVERAGE:	$ 45.7	$ 10.0	$ 55.7	$ 39.7			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.04	1.18
Bonus Co's Total Comp	------	0.14	1.27
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 46.4	$ 11.2	$ 57.6		$ 43.2	$ 48.0	$ 52.7	5.0	1.0	47.5	13.0	155	A
	41.4	8.4	49.8		35.5	42.5	49.6						
	36.9	2.1	39.0		35.3	36.4	37.7		3.0	50.0		0	0
	36.6	0.0	36.6		29.0	36.1	43.2	5.0	2.0	50.0	17.0	175	
	35.3	6.0	41.3					5.0	1.0	52.0	12.0	184	184
	35.2	4.6	39.8		28.6	32.1	35.6	5.9		49.2			
				$ 34.3	34.3	35.4	36.4	5.0	1.0	50.0		C	C
	34.0	3.7	37.7					5.0	1.0	46.0	13.0	B	B
	31.0	7.5	38.5					5.0	2.0	50.0	2.0	B	B
				30.0	24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
NO. IN POS: 59													
$ 363.3 WT'D AVG:	$ 40.8	$ 8.1	$ 48.9	$ 31.4									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9				$ 42.5									
TO	$ 41.2	$ 7.4	$ 48.6		$ 40.3	$ 44.6	$ 48.9	5.0	1.0	47.5	13.0	155	A
$200.0	38.2	7.8	46.0		32.3	38.3	44.3						
	35.5	1.6	37.1		33.8	35.1	36.4	5.0	3.0	50.0		0	0
	34.4	5.0	39.4					5.0	1.0	52.0	12.0	184	184
	34.2	6.3	40.5		28.6	32.1	35.6	5.6		49.2			
				33.9	34.3	35.4	36.4	5.0	1.0	50.0		C	C
	33.4	0.0	33.4		27.5	34.0	40.6	5.0	2.0	50.0	17.0	175	
	32.8	3.1	35.9					5.0	1.0	46.0	13.0	B	B
				30.7	24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
				30.2				5.0	2.0	45.0	17.5	180	180
	30.1	8.8	38.9					5.0		50.0	26.0	150	150
	29.0	2.3	31.3					5.0	2.0	50.0	2.0	B	B
	28.5	2.4	30.9		27.5	28.7	30.0	5.0	2.0	50.0	2.0	B	B
				26.7				5.5	1.5			96	96
	26.6	4.7	31.3		23.9	28.1	32.3	5.0	.5	57.0		150	150
NO. IN POS: 267													
$ 243.2 WT'D AVG:	$ 38.1	$ 6.9	$ 45.1	$ 32.7									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$199.9	$ 38.6	$ 5.8	$ 44.4		$ 37.8	$ 41.3	$ 44.9	5.0	1.0	47.5	13.0	155	A
TO				$ 37.5									
$150.0	34.6	4.9	39.5		28.0	33.4	38.7	5.0	1.0	45.0	12.0	B	D
	34.5	4.4	38.9		29.5	34.6	39.7						
	34.3	7.5	41.8		27.0	33.8	40.6	5.0	2.0	48.0	12.0	B	A
	34.2	4.2	38.4					5.0	1.0	52.0	12.0	184	184
				33.3	32.8	33.8	34.8	5.0	1.0	50.0		C	C
	32.3	0.0	32.3		24.7	30.5	36.2	5.0	2.0	50.0	17.0	175	
	31.6	2.9	34.5					5.0	1.0	46.0	13.0	B	B
				29.9	24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
	29.6	2.7	32.3					5.0		50.0	26.0	150	150
	28.6	3.2	31.8		28.6	32.1	35.6	5.0		50.0			
				28.5				5.0	2.0	45.0	17.5	180	180
	26.1	5.3	31.4		23.9	28.1	32.3	5.0	.5	57.0		150	150
				25.1				5.5	1.5			96	96
NO. IN POS: 356													
$ 171.4 WT'D AVG:	$ 34.2	$ 4.6	$ 38.8	$ 30.7									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 36.7	$ 4.1	$ 40.8		$ 35.5	$ 38.2	$ 41.0	5.0	1.0	47.5	13.0	155	A
TO				$ 35.0									
$100.0				34.0				5.5	1.0	46.0	1.0	175	175
	33.6	4.4	38.0					5.0	1.0	52.0	12.0	184	184
	32.8	4.2	37.0		29.5	34.6	39.7						
	32.8	4.9	37.7		28.0	33.4	38.7	5.0	1.0	45.0	12.0	B	D
				32.0	31.7	32.8	33.8	5.0	1.0	50.0		C	C
	31.8	5.6	37.4		27.0	33.8	40.6	5.0	2.0	48.0	12.0	B	A
	31.6	0.0	31.6		24.4	29.9	35.4	5.0	2.0	50.0	17.0	175	
	31.2	5.3	36.5		28.6	32.1	35.6	5.4		49.2			
	31.2	2.1	33.3					5.0	1.0	46.0	13.0	B	B
	30.8	23.4	54.2					5.0		50.0	26.0	150	150
				29.0	24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
				27.6				5.0	2.0	45.0	17.5	180	180
				25.2				5.5	1.5			96	96
	24.4	5.8	30.2		23.9	28.1	32.3	5.0	.5	57.0		150	150
NO. IN POS: 429													
$ 126.0 WT'D AVG:	$ 32.2	$ 5.3	$ 37.5	$ 31.5									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

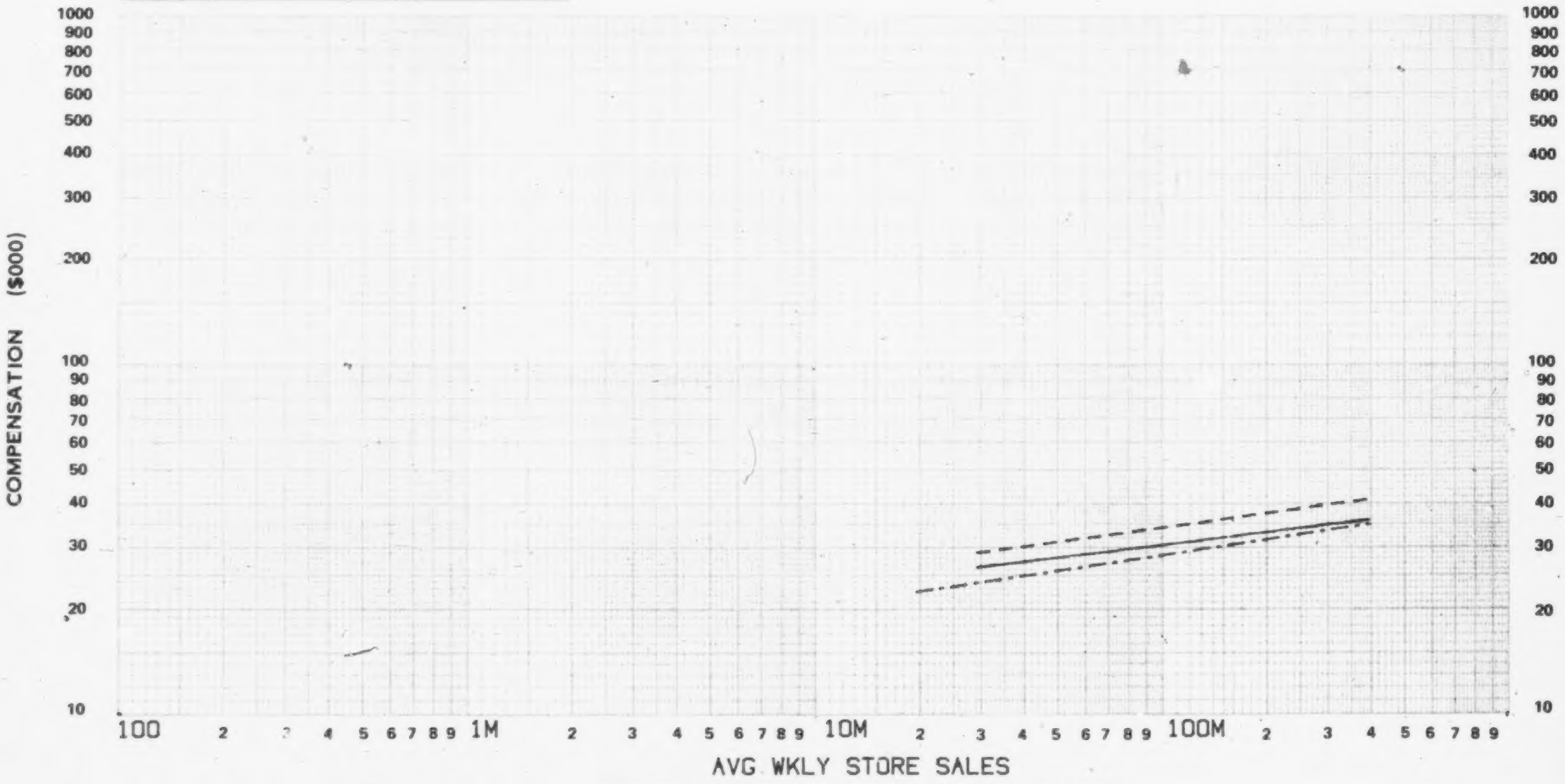
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 TO $75.0	$ 35.2	$ 2.0	$ 37.2		$ 33.7	$ 36.3	$ 39.0	5.0	1.0	47.5	13.0	155	A
	33.4	3.5	36.9					5.0	1.0	52.0	12.0	184	184
	31.5	3.4	34.9		28.1	32.8	37.4						
				$ 31.2	30.7	31.7	32.8	5.0	1.0	50.0		C	C
	30.0	0.0	30.0		27.0	33.8	40.6	5.0	2.0	48.0	12.0	B	A
	29.4	4.9	34.3		28.0	33.4	38.7	5.0	1.0	45.0	12.0	B	D
	29.0	3.2	32.2					5.0		50.0	26.0	150	150
				28.0	24.2	30.8	37.4	5.0	2.0	50.0	26.0	150	
	28.0	0.0	28.0		26.0	27.0	31.0	5.0		40.0			
				27.0				5.0	2.0	45.0	17.5	180	180
	24.9	0.8	25.7		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	D
	24.2	3.6	27.8		23.9	28.1	32.3	5.0	.5	57.0		150	150
NO. IN POS: 145													
$ 84.9 WT'D AVG:	$ 30.6	$ 3.0	$ 33.6	$ 28.4									
$74.9 AND BELOW	$ 33.8	$ 3.2	$ 37.0		$ 28.1	$ 32.8	$ 37.4						
	33.7	3.5	37.2					5.0	1.0	52.0	12.0	184	184
	28.5	5.3	33.8		24.6	30.7	36.8	5.0	2.0	48.0	12.0	B	A
				$ 26.4				5.0	2.0	45.0	17.5	180	180
	25.8	0.3	26.1		20.7	24.7	28.7	5.0	2.0	45.0	20.0	112	D
				25.8				5.5	1.5			96	96
				24.1				5.5	1.5			96	96
				23.9				5.5	1.5			96	96
	23.2	2.9	26.1		23.9	28.1	32.3	5.0	.5	57.0		150	150
				23.1				5.0	2.0	45.0	17.5	180	180
NO. IN POS: 82													
$ 47.8 WT'D AVG:	$ 32.5	$ 3.1	$ 35.6	$ 25.2									
NO. IN POS: 1338													
$ 162.7 POSITION AVG:	$ 34.4	$ 5.3	$ 39.7	$ 30.4									

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0. 24	1. 13
Bonus Co's Total Comp	------	0. 20	1. 17
Nonbonus Co's Salary	-.-.-.	0. 43	1. 12



SURVEY POSITION #42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

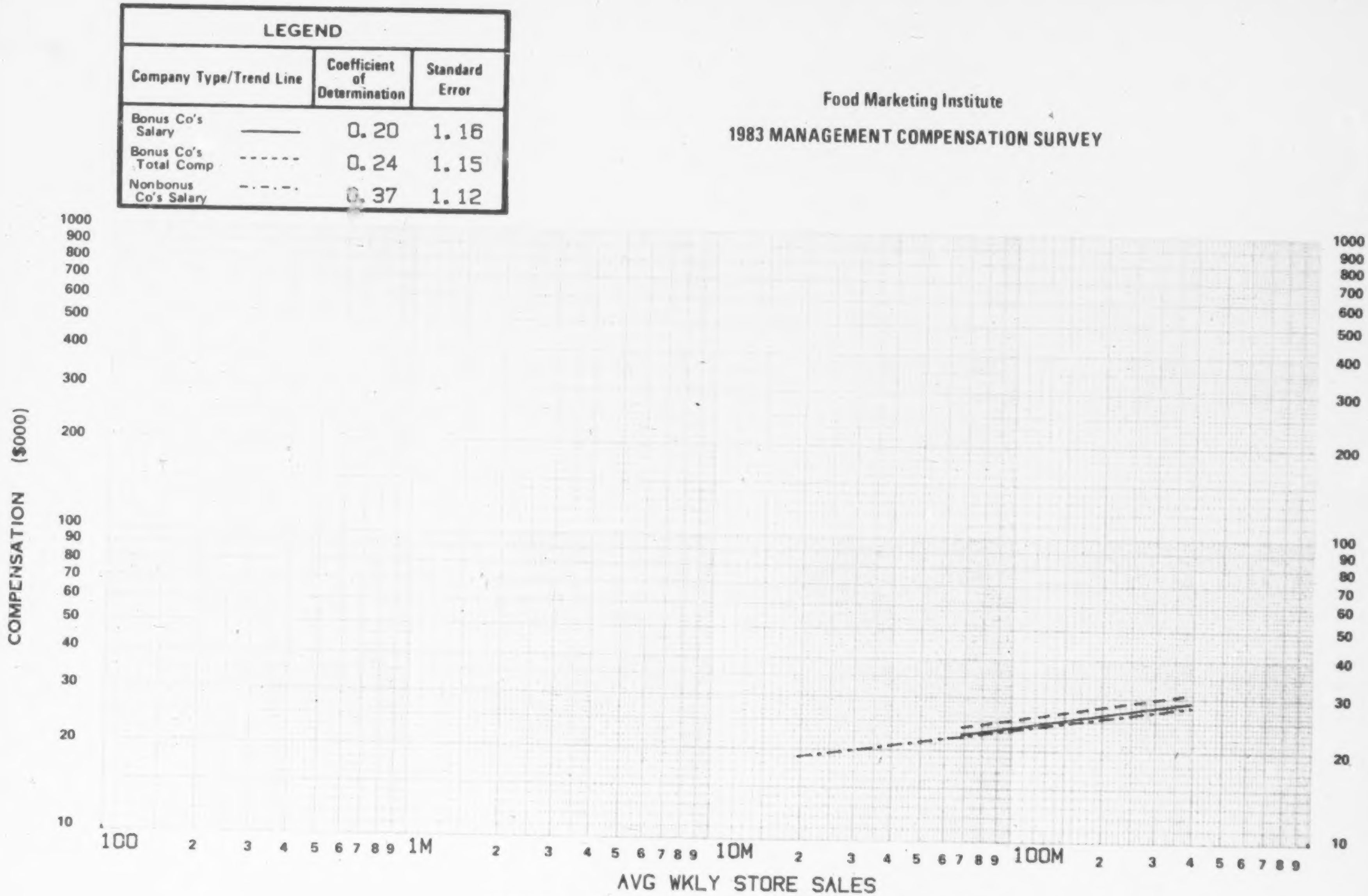
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 35.8	$ 3.2	$ 39.0		$ 34.0	$ 37.4	$ 40.6	5.0	1.0	47.5	13.0	155	A
				$ 29.6	24.4	29.9	35.4	5.0	2.0	50.0	17.0	175	
	29.0	1.7	30.7					5.0	1.0	46.0	13.0	B	B
				27.3	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				26.9				5.0	2.0	50.0	30.0	168	168
	25.7	1.7	27.4		25.1	26.5	30.9	5.0	3.0	50.0		0	0
	24.7	0.6	25.3		21.1	23.3	25.5	4.6		46.7	3.3		
				24.3	23.8	27.7	31.6						
NO. IN POS: 68													
$ 375.0 WT'D AVG:	$ 32.8	$ 2.6	$ 35.4	$ 24.9									
$299.9 TO $200.0	$ 34.1	$ 2.3	$ 36.4		$ 33.5	$ 36.6	$ 40.0	5.0	1.0	47.5	13.0	155	A
				$ 29.5	22.3	27.2	32.2	5.0	2.0	50.0	17.0	175	
	28.6	1.4	30.0					5.0	1.0	46.0	13.0	B	B
				27.5									
				26.9				5.0	2.0	50.0	30.0	168	168
	25.3	1.7	27.0		25.0	26.1	28.7	5.0	3.0	50.0		0	0
				25.1	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
				24.5				5.0	2.0	45.0	17.5	160	160
				23.9	23.8	27.7	31.6						
	23.8	0.3	24.1					5.0	2.0	45.0	26.0	150	150
	23.4	1.3	24.7		21.1	23.3	25.5	4.8		48.0	2.0		
				22.1				5.5	1.5			E	F
	21.2	2.4	23.6		20.0	22.2	24.3	2.5	2.5	57.0		150	150
NO. IN POS: 353													
$ 244.5 WT'D AVG:	$ 31.9	$ 2.1	$ 34.0	$ 24.3									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 33.3	$ 1.7	$ 35.0		$ 32.5	$ 36.1	$ 39.5	5.0	1.0	47.5	13.0	155	A
TO				$ 28.8				5.0	1.0	42.5	12.0	20	D
$150.0				28.1	22.3	27.2	32.2	5.0	2.0	50.0	17.0	175	
	28.0	1.2	29.2					5.0	1.0	46.0	13.0	B	B
				26.9				5.0	2.0	50.0	30.0	168	168
				25.6	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
	24.7	0.6	25.3					5.0	2.0	45.0	26.0	150	150
				23.8				5.0	2.0	45.0	17.5	160	160
				23.4	23.8	27.7	31.6						
	22.5	4.7	27.2		21.1	23.3	25.5	5.4		49.2			
				21.9				5.5	1.5			E	F
	21.0	2.9	23.9		20.0	22.2	24.3	2.5	2.5	57.0		150	150
NO. IN POS: 409													
$ 170.9 WT'D AVG:	$ 26.6	$ 2.2	$ 28.8	$ 23.9									
$149.9	$ 32.6	$ 1.1	$ 33.7		$ 32.0	$ 35.5	$ 39.0	5.0	1.0	47.5	13.0	155	A
TO	27.8	1.0	28.8					5.0	1.0	46.0	13.0	B	B
$100.0				$ 27.6				5.0	1.0	42.5	12.0	20	D
				25.9				5.0	2.0	50.0	30.0	168	168
				25.2	22.5	27.3	32.0	5.0	2.0	50.0	26.0	135	
	24.5	0.4	24.9					5.0	2.0	45.0	26.0	150	150
				23.8				5.0	2.0	45.0	17.5	160	160
	23.4	2.5	25.9		21.1	23.3	25.5	5.0		50.0			
				23.3	23.8	27.7	31.6						
	21.1	2.3	23.4		20.0	22.2	24.3	2.5	2.5	57.0		150	150
				19.7				5.5	1.5			E	F
NO. IN POS: 327													
$ 125.6 WT'D AVG:	$ 23.8	$ 1.8	$ 25.6	$ 23.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 27.8	$ 0.8	$ 28.6					5.0	1.0	46.0	13.0	B	B
TO					$ 26.5				5.0	2.0	50.0	30.0	168	168
$75.0					26.0	$ 22.5	$ 27.3	$ 32.0	5.0	2.0	50.0	26.0	135	
					23.7				5.0	2.0	45.0	17.5	160	160
		23.7	0.0	23.7					5.0	2.0	45.0	26.0	150	150
					22.6	23.8	27.7	31.6						
		22.5	0.5	23.0		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	D
		20.7	2.5	23.2		20.0	22.2	24.3	2.4	2.6	57.0		150	150
					20.0				5.0	2.0	40.0		80	80
NO. IN POS: 86														
$ 85.9	WT'D AVG:	$ 23.3	$ 1.6	$ 24.9	$ 22.8									
$74.9					$ 26.9				5.0	2.0	50.0	30.0	168	168
AND BELOW					22.8	$ 23.8	$ 27.7	$ 31.6						
		$ 22.5	$ 0.2	$ 22.7		18.1	20.8	23.4	5.0	2.0	45.0	20.0	112	D
		20.5	2.2	22.7		20.0	22.2	24.3	2.4	2.6	57.0		150	150
					17.8				5.5	1.5			E	F
					17.8				5.5	1.5			E	F
					17.1				5.5	1.5			E	F
NO. IN POS: 62														
$ 44.1	WT'D AVG:	$ 21.5	$ 1.2	$ 22.7	$ 21.4									
NO. IN POS: 1305														
$ 178.5	POSITION AVG:	$ 27.8	$ 2.1	$ 29.9	$ 23.8									



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.20	1.16
Bonus Co's Total Comp	- - - - - -	0.24	1.15
Nonbonus Co's Salary	–.–.–.	0.37	1.12

SURVEY POSITION #43 - ASSISTANT/CO-STORE
MANAGER
REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$40.0				$ 28.6				5.0	1.0	45.0	12.0	184	184
AND ABOVE				28.6				5.0	1.0	45.0	12.0	184	184
				27.4				5.0	1.0	40.0	13.0	F	F
	$ 27.3	$ 1.6	$ 28.9					5.0	1.0	47.0		0	0
	27.3	1.6	28.9					5.0	1.0	47.0		0	0
	27.3	1.6	28.9					5.0	1.0	47.0		0	0
				26.7				5.0		40.0	17.0	103	103
	26.4	2.4	28.8		$ 20.3	$ 23.4	$ 26.5	4.6		43.0	7.0		
				24.6									
NO. IN POS: 33													
$ 47.2 WT'D AVG:	$ 27.0	$ 1.9	$ 28.9	$ 28.0									
$39.9				$ 28.6				5.0	1.0	45.0	12.0	184	184
TO	$ 26.8	$ 1.6	$ 28.4					5.0	1.0	47.0		0	0
$25.0				26.7				5.0		40.0	17.0	103	103
				26.6				5.0	1.0	40.0	13.0	F	F
				26.5				5.0	2.0	45.0	16.3	F	F
				25.9				5.0	1.0	40.0	13.0	F	F
				24.7				5.0	2.0	45.0	16.3	F	F
				23.9				5.5	1.0	42.5		E	E
				23.9									
				22.9				5.5	1.0	42.5		E	E
				22.8									
NO. IN POS: 87													
$ 30.7 WT'D AVG:	$ 26.8	$ 1.6	$ 28.4	$ 25.9									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

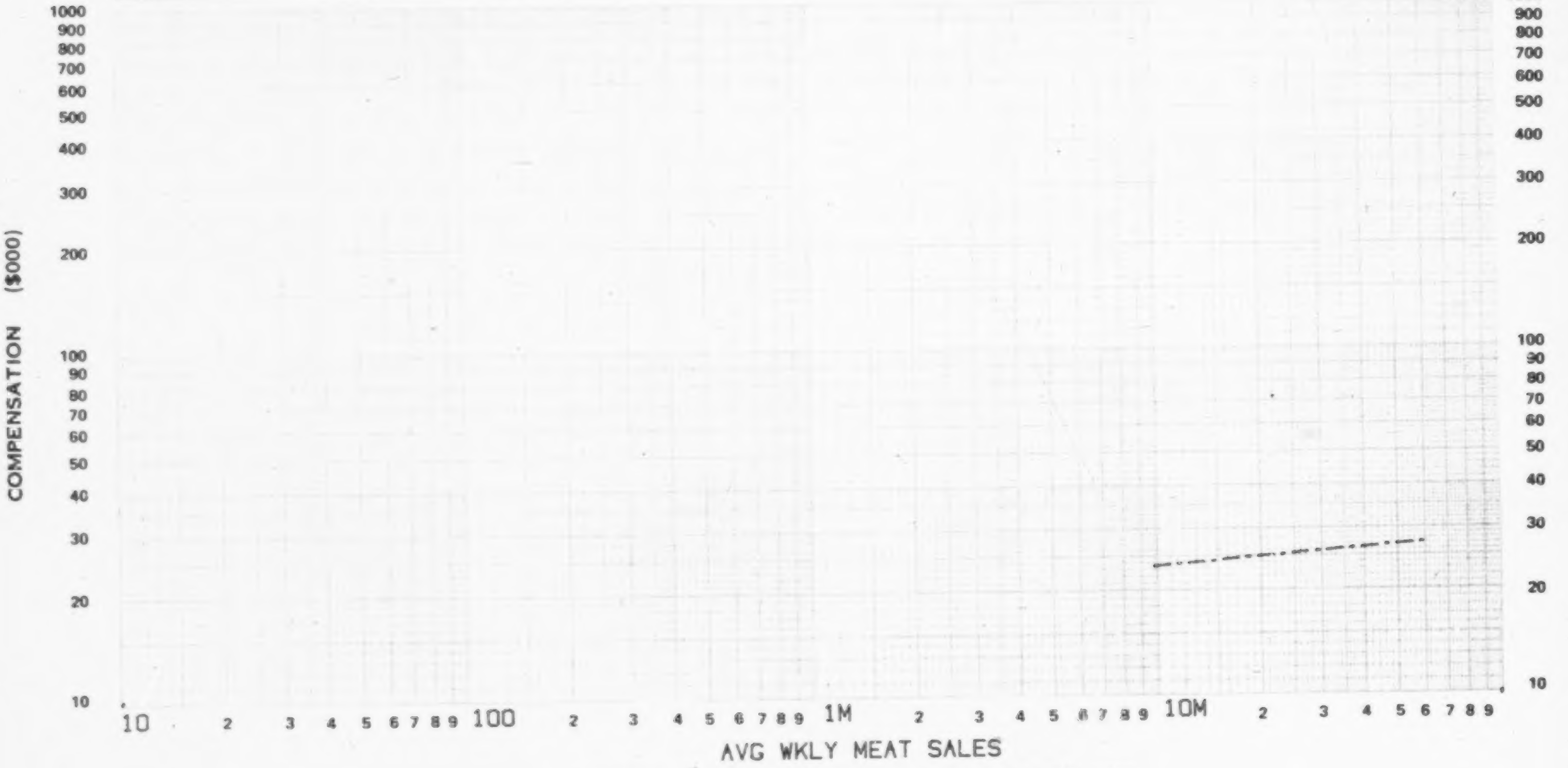
```
      SCOPE              BONUS COMPANIES           NONBONUS     SALARY    RANGE      WORK SCHEDULE/PAY PRACTICES
 AVG WKLY MEAT SALES                       TOTAL   COMPANIES ----------------------  #    #    #     #    SUN.HOL.
      ($THOU)          SALARY   BONUS      COMP     SALARY     MIN      MID      MAX DYS.NTS.HRS. SUN. PAY PAY
--------------------  ------   ------    ------   ---------  ------   ------   ------ --------------------------
      $24.9                                       $ 28.6                              5.0 1.0 45.0 12.0 184 184
       TO                                           26.7                              5.0     40.0 17.0 103 103
      $15.0                                         25.8                              5.0 2.0 45.0 16.3   F   F
                                                    25.4                              5.0 1.0 40.0 13.0   F   F
                                                    23.8     $ 21.4   $ 22.6   $ 23.9 5.0 2.0 40.0            E
                                                    23.3                              5.5 1.0 42.5        E   E
                                                    22.6
                       $ 21.2   $  0.0    $ 21.2               20.3     23.4     26.5 4.5     45.0  5.0
                       ------   ------    ------   ------
    NO. IN POS:  131
               WT'D
  $   19.9     AVG: $ 21.2   $  0.0    $ 21.2   $ 25.2
-----------------------------------------------------------------------------------------------------------------
      $14.9                                       $ 28.6                              5.0 1.0 45.0 12.0 184 184
   AND BELOW                                        25.2                              5.0 2.0 45.0 16.3   F   F
                                                    23.4     $ 21.4   $ 22.6   $ 23.9 5.0 2.0 40.0            E
                                                    22.8                              5.5 1.0 42.5        E   E
                                                    19.7
                                                   ------
    NO. IN POS:   39
               WT'D
  $   12.4     AVG:                               $ 23.8
-----------------------------------------------------------------------------------------------------------------
    NO SCOPE                                      $ 32.6                              5.0     44.0
    REPORTED
    NO. IN POS:   12
               WT'D
-----------------------------------------------------------------------------------------------------------------
    NO. IN POS:  302
             POSITION
  $   25.2     AVG: $ 26.1   $  1.6    $ 27.7   $ 25.8
```

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.	0.20	1.09

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0					$ 52.9	$ 32.1	$ 40.3	$ 48.5
AND BELOW	GROUP EXEC.				40.0	32.4	39.7	47.0
	VICE PRESIDENT	$ 40.0	$ 4.3	$ 44.3		32.7	39.1	45.5
	VICE PRESIDENT				39.2			
	VICE PRESIDENT	39.0	19.5	58.5				
	DIST.MANAGER				32.5	26.2	32.8	39.4
	GROUP EXEC.				32.0			
					29.9	19.8	25.9	32.1
	NO IN POSITION: 31							
$ 17.6	WEIGHTED GROUP AVG:	$ 39.8	$ 8.1	$ 47.9	$ 33.4			
NO SCOPE	ASST. V.P./DIR	$ 49.5	$ 9.3	$ 58.8		$ 42.3	$ 52.8	$ 63.3
REPORTED		43.0	0.0	43.0				
	REG. V.P./MGR.	42.6	10.5	53.1		36.0	43.5	48.5
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 43.7	$ 9.5	$ 53.2				
	NO IN POSITION: 44							
$ 17.6	POSITION AVERAGE:	$ 42.8	$ 9.1	$ 51.9	$ 33.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$60.0	VICE PRESIDENT	$ 39.0	$ 19.5	$ 58.5				
AND BELOW	VICE PRESIDENT	37.5	3.7	41.2		$ 29.6	$ 35.2	$ 40.8
	ASST. V.P./DIR	34.9	3.5	38.4		34.3	35.0	36.4
					$ 34.5	24.7	30.5	36.2
	DIST.MANAGER				32.4	26.2	32.8	39.4
	VICE PRESIDENT	31.9	5.3	37.2				
	GROUP EXEC.				29.3			
					25.3			
	NO IN POSITION: 36							
$ 7.8	WEIGHTED GROUP AVG:	$ 34.9	$ 5.5	$ 40.4	$ 27.4			
NO SCOPE	ASST. V.P./DIR	$ 53.0	$ 10.6	$ 63.6		$ 42.3	$ 52.8	$ 63.3
REPORTED		44.0	0.0	44.0				
	REG. V.P./MGR.	39.2	11.6	50.8				
	ASST. V.P./DIR				$ 27.5	26.0	28.0	30.0
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 41.7	$ 10.5	$ 52.2	$ 27.5			
	NO IN POSITION: 51							
$ 7.8	POSITION AVERAGE:	$ 38.4	$ 8.1	$ 46.5	$ 27.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$110.0	MANAGER				$ 33.0	$ 28.4	$ 34.3	$ 40.2
AND BELOW	VICE PRESIDENT				31.2	30.1	31.8	33.5
	ASST. V.P./DIR				30.7	27.0	33.8	40.6
					29.2	24.7	30.5	36.2
	REG. V.P./MGR.				26.3	22.9	27.5	32.1
	NO IN POSITION: 45							
$ 34.0	WEIGHTED GROUP AVG:				$ 27.8			
NO SCOPE	CEO/PRESIDENT				$ 38.0			
REPORTED	ASST. V.P./DIR				35.8	$ 26.4	$ 33.0	$ 39.6
	REG. V.P./MGR.	$ 35.6	$ 22.6	$ 58.2		30.0	35.0	42.0
		33.0	0.0	33.0				
	MANAGER				32.6	28.2	35.5	42.5
					25.7	18.4	23.0	27.6
	MANAGER				24.7			
					22.7			
	GROUP EXEC.	20.0	5.0	25.0				
	NO IN POSITION: 33							
	WEIGHTED GROUP AVG:	$ 34.3	$ 19.7	$ 54.0	$ 28.9			
	NO IN POSITION: 78							
$ 34.0	POSITION AVERAGE:	$ 34.3	$ 19.7	$ 54.0	$ 28.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$60.0	VICE PRESIDENT				$ 37.0	$ 28.4	$ 34.3	$ 40.2
AND BELOW	ASST. V.P./DIR				33.3	26.2	32.8	39.4
	REG. V.P./MGR.				27.0	20.2	30.9	41.5
	VICE PRESIDENT				27.0			
					25.0	21.3	25.8	30.4
	NO IN POSITION: 21							
$ 8.4	WEIGHTED GROUP AVG:				$ 28.0			
NO SCOPE					$ 41.1	$ 40.5	$ 41.0	$ 41.6
REPORTED	MANAGER	$ 36.0	$ 5.6	$ 41.6		28.2	35.5	42.5
	ASST. V.P./DIR				28.5	24.6	28.5	32.4
	REG. V.P./MGR.	27.9	13.0	40.9		24.0	30.0	35.0
	MANAGER				25.8			
					23.1			
					21.0	18.4	23.0	27.6
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 29.5	$ 11.5	$ 41.0	$ 25.4			
	NO IN POSITION: 44							
$ 8.4	POSITION AVERAGE:	$ 29.5	$ 11.5	$ 41.0	$ 27.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	EXEC. V.P.	$ 57.0	$ 18.9	$ 75.9				
AND ABOVE	EXEC. V.P.	57.0	18.9	75.9				
	EXEC. V.P.	57.0	18.9	75.9				
	VICE PRESIDENT	48.3	5.6	53.9		$ 39.5	$ 49.4	$ 59.3
	REG. V.P./MGR.	46.8	32.6	79.4		40.0	44.0	48.0
	VICE PRESIDENT	46.0	6.0	52.0		38.0	45.6	53.3
	NO IN POSITION:	9						
$ 132.0	WEIGHTED GROUP AVG:	$ 50.4	$ 19.1	$ 69.5				

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9	EXEC. V.P.	$ 57.0	$ 18.9	$ 75.9				
TO	EXEC. V.P.	57.0	18.9	75.9				
$50.0	VICE PRESIDENT	49.5	13.9	63.4		$ 33.2	$ 41.5	$ 49.8
	REG. V.P./MGR.	46.8	4.5	51.3		40.0	44.0	48.0
	VICE PRESIDENT	46.0	0.0	46.0		38.0	45.6	53.3
	VICE PRESIDENT	46.0	0.0	46.0		38.0	45.6	53.3
	REG. V.P./MGR.	45.7	42.0	87.7		40.0	44.0	48.0
		44.0	0.0	44.0				
	REG. V.P./MGR.	39.9	9.0	48.9		39.5	40.8	42.1
	VICE PRESIDENT	39.0	19.5	58.5				
	VICE PRESIDENT				$ 36.6			
	DIV. V.P./MGR.	35.8	16.0	51.8		23.4	33.4	43.4
	NO IN POSITION: 20							
$ 69.5	WEIGHTED GROUP AVG:	$ 44.2	$ 12.8	$ 57.0	$ 36.6			
$49.9	VICE PRESIDENT	$ 46.0	$ 3.6	$ 49.6		$ 38.0	$ 45.6	$ 53.3
AND BELOW	REG. V.P./MGR.	45.7	20.0	65.7		40.0	44.0	48.0
	REG. V.P./MGR.	45.5	4.2	49.7		40.0	44.0	48.0
		43.6	0.0	43.6		33.8	42.5	51.3
	VICE PRESIDENT	42.0	9.4	51.4		35.7	44.6	53.5
	DIV. V.P./MGR.	38.6	0.0	38.6		23.4	33.4	43.4
		38.5	0.0	38.5		33.8	42.5	51.3
	DIV. V.P./MGR.				$ 34.8	32.4	39.7	47.0
	VICE PRESIDENT	34.7	1.7	36.4		33.7	34.3	35.0
	VICE PRESIDENT	32.0	0.0	32.0				
	DIV. V.P./MGR.	26.0	9.0	35.0				
	NO IN POSITION: 32							
$ 24.4	WEIGHTED GROUP AVG:	$ 34.4	$ 5.4	$ 39.8	$ 34.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

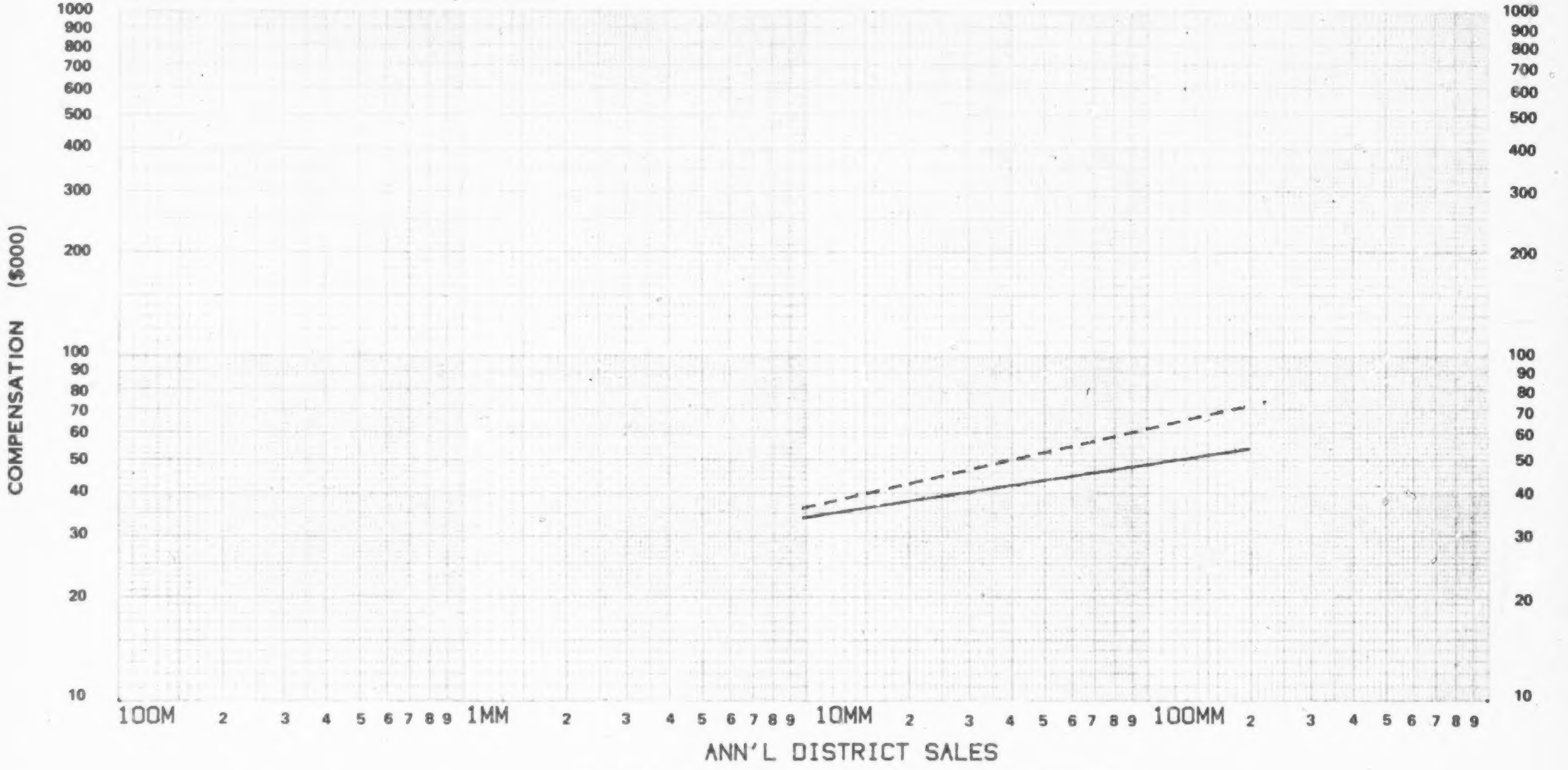
REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	REG. V.P./MGR.	$ 49.6	$ 10.9	$ 60.5		$ 42.3	$ 52.8	$ 63.3
	VICE PRESIDENT				$ 48.7	41.7	47.0	52.2
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 49.6	$ 10.9	$ 60.5	$ 48.7			
	NO IN POSITION: 83							
$ 55.1	POSITION AVERAGE:	$ 42.3	$ 10.2	$ 52.5	$ 41.6			

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.41	1.16
Bonus Co's Total Comp	------	0.40	1.25
Nonbonus Co's Salary	–.–.–.		



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 50.3	$ 16.7	$ 67.0					5.5	1.0	47.0	12.0	B	D
	50.2	16.7	66.9						1.0	47.0	12.0	B	D
	48.7	16.2	64.9					5.5	1.0	47.0	12.0	B	D
	46.4	15.5	61.9					5.5	1.0	47.0	12.0	B	D
	45.9	15.3	61.2					5.5	1.0	47.0	12.0	B	D
	40.1	6.8	46.9		$ 35.5	$ 42.5	$ 49.6						
	39.8	4.1	43.9		32.2	40.2	48.2	5.0	2.0	48.0	12.0	B	A
	36.9	0.0	36.9		29.0	36.1	43.2	5.0	2.0	50.0	17.0	175	
NO. IN POS: 41													
$ 355.3 WT'D AVG:	$ 42.2	$ 7.9	$ 50.1										
$299.9 TO $200.0	$ 52.4	$ 17.4	$ 69.8					5.5	1.0	47.0	12.0	B	D
	47.4	15.8	63.2					5.5	1.0	47.0	12.0	B	D
	45.5	13.5	59.0		$ 41.4	$ 44.5	$ 47.6	5.0	1.0	50.0		B	B
	43.3	14.4	57.7					5.5	1.0	47.0	12.0	B	D
	43.1	14.4	57.5					5.5	1.0	47.0	12.0	B	D
	42.4	14.1	56.5					5.5	1.0	47.0	12.0	B	D
	39.5	4.3	43.8		29.8	37.3	44.8	5.0	2.0	48.0	12.0	B	A
	39.2	10.0	49.2					5.0		50.0	12.0	B	D
	38.1	6.2	44.3		32.5	38.5	44.5						
	36.5	1.5	38.0		29.2	36.5	43.8	5.0	2.0	48.0	12.0	B	A
	33.9	7.5	41.4		31.0	33.0	35.0	6.0	1.0	48.0	8.0	B	B
	33.0	0.0	33.0		26.1	32.3	38.4	5.0	2.0	50.0	17.0	175	
	32.5	2.9	35.4					6.0	2.0	55.0	18.0	B	B
	32.5	10.5	43.0					5.5	2.0	48.0	36.0	B	B
				$ 32.2	31.5	32.8	34.0	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 132													
$ 243.9 WT'D AVG:	$ 37.6	$ 6.1	$ 43.7	$ 32.2									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 42.6	$ 4.9	$ 47.5		$ 41.4	$ 42.6	$ 43.8	5.0	1.0	50.0		B	B
TO	40.0	13.3	53.3					5.5	1.0	47.0	12.0	B	D
$150.0	40.0	13.3	53.3					5.5	1.0	47.0	12.0	B	D
	39.6	13.2	52.8					5.5	1.0	47.0	12.0	B	D
	39.6	13.2	52.8					5.5	1.0	47.0	12.0	B	D
	38.9	13.0	51.9					5.5	1.0	47.0	12.0	B	D
	37.1	16.4	53.5					5.0		50.0	12.0	B	D
	36.3	5.6	41.9		29.7	34.9	40.1						
	36.0	2.5	38.5		29.2	36.5	43.8	5.0	2.0	48.0	12.0	B	A
	35.8	5.8	41.6		27.0	33.8	40.6	5.0	2.0	48.0	12.0	B	A
	34.5	2.1	36.6		31.0	33.0	35.0	6.0	1.0	48.0	8.0	B	B
				$ 33.3				5.5	2.0	50.0	17.0	A	100
	32.6	0.0	32.6		24.8	30.5	36.2	5.0	2.0	50.0	17.0	175	
	32.5	4.1	36.6					5.5	2.0	48.0	12.0	70	70
	32.5	7.5	40.0					5.5	2.0	48.0	36.0	B	B
	31.7	2.2	33.9					6.0	2.0	55.0	18.0	B	B
				30.3	28.4	30.0	31.5	5.5	2.0	46.0	12.0	B	A
	29.2	14.5	43.7		25.5	28.3	29.1	5.0		48.0		C	D
NO. IN POS: 126													
$ 171.5 WT'D AVG:	$ 36.1	$ 5.6	$ 41.7	$ 31.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.7	$ 0.3	$ 41.0		$ 39.4	$ 40.9	$ 42.4	5.0	1.0	50.0		B	B
TO	37.5	12.5	50.0					5.5	1.0	47.0	12.0	B	D
$100.0	37.5	12.5	50.0					5.5	1.0	47.0	12.0	B	D
	37.3	12.4	49.7					5.5	1.0	47.0	12.0	B	D
	37.2	12.4	49.6					5.5	1.0	47.0	12.0	B	D
	34.0	6.4	40.4		29.7	34.9	40.1						
	33.5	1.7	35.2		29.2	36.5	43.8	5.0	2.0	48.0	12.0	B	A
	33.4	8.0	41.4		33.0	34.0	35.1	4.5		37.0			
	32.5	3.5	36.0					5.5	2.0	48.0	36.0	B	B
	31.9	4.8	36.7		27.0	33.8	40.6	5.0	2.0	48.0	12.0	B	A
				$ 31.8				5.5	2.0	50.0	17.0	A	100
	31.8	5.3	37.1		30.0	32.0	34.0	6.0	1.0	48.0	8.0	B	B
	31.0	1.9	32.9					5.5	2.0	48.0	12.0	70	70
	30.9	1.5	32.4		29.4	30.9	32.5	6.0	2.0	55.0	18.0	B	B
				30.1	27.0	29.9	32.8	5.5	2.0	46.0	12.0	B	A
	29.8	0.0	29.8		22.3	27.3	32.2	5.0	2.0	50.0	17.0	175	
	29.2	11.2	40.4		25.5	28.3	29.1	5.0		48.0		C	D
NO. IN POS: 226													
$ 121.8 WT'D AVG:	$ 33.8	$ 5.2	$ 39.0	$ 31.1									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 39.3	$ 0.0	$ 39.3		$ 38.5	$ 39.2	$ 40.0	5.0	1.0	50.0		B	B
TO		36.8	12.2	49.0					5.5	1.0	47.0	12.0	B	D
$75.0		36.5	12.2	48.7					5.5	1.0	47.0	12.0	B	D
		36.1	12.0	48.1					5.5	1.0	47.0	12.0	B	D
		36.0	11.4	47.4		28.2	33.0	37.6						
		33.3	4.3	37.6					5.0		50.0	12.0	B	D
		33.0	0.7	33.7		26.6	33.2	39.8	5.0	2.0	48.0	12.0	B	A
		31.9	0.0	31.9		29.0	31.0	33.0	6.0	1.0	48.0	8.0	B	B
		30.4	0.9	31.3		29.4	30.4	31.7	6.0	2.0	55.0	18.0	B	B
					$ 29.9				5.5	2.0	50.0	17.0	A	100
		29.5	3.8	33.3		24.6	30.7	36.8	5.0	2.0	48.0	12.0	B	A
		29.2	0.0	29.2		22.3	27.3	32.2	5.0	2.0	50.0	17.0	175	
		29.2	4.0	33.2		25.5	28.3	29.1	5.0		48.0		C	D
		28.1	1.9	30.0					5.5	2.0	48.0	12.0	70	70
					27.8	23.5	28.5	33.5	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 127														
$ 87.7	WT'D AVG:	$ 32.0	$ 1.7	$ 33.7	$ 28.6									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 36.8	$ 0.0	$ 36.8		$ 35.6	$ 36.6	$ 37.6	5.0	1.0	50.0		B	B
TO	35.9	12.0	47.9					5.5	1.0	47.0	12.0	B	D
$50.0	35.9	11.9	47.8					5.5	1.0	47.0	12.0	B	D
	33.5	11.2	44.7					5.5	1.0	47.0	12.0	B	D
	33.5	0.0	33.5		26.6	33.2	39.8	5.0	2.0	48.0	12.0	B	A
	32.5	2.5	35.0					5.5	2.0	48.0	36.0	B	B
	32.5	0.0	32.5		29.0	31.0	33.0	6.0	1.0	48.0	8.0	B	B
				$ 30.4				5.5	2.0	50.0	17.0	A	100
	29.8	1.1	30.9		29.4	29.8	30.4	6.0	2.0	55.0	18.0	B	B
	29.3	5.4	34.7		24.6	30.7	36.8	5.0	2.0	48.0	12.0	B	A
	29.1	4.5	33.6		25.5	28.3	29.1	5.0		48.0		C	D
				26.8	20.0	26.0	32.0	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 72													
$ 62.9 WT'D AVG:	$ 32.2	$ 2.0	$ 34.2	$ 27.8									
$49.9	$ 38.5	$ 6.8	$ 45.3		$ 28.2	$ 33.0	$ 37.6						
AND BELOW	32.6	0.0	32.6		29.0	31.0	33.0	6.0	1.0	48.0	8.0	B	B
	32.0	0.0	32.0		31.3	32.0	32.7	5.0	1.0	50.0		B	B
	29.3	1.0	30.3		28.7	29.3	30.4	6.0	2.0	55.0	18.0	B	B
				$ 28.8				5.5	2.0	50.0	17.0	A	100
	25.2	4.1	29.3		25.5	28.3	29.1	5.0		48.0		C	D
				24.8	22.0	24.3	26.5	5.5	2.0	46.0	12.0	B	A
	24.5	4.1	28.6					5.5	2.0	48.0	12.0	70	70
	24.0	6.0	30.0					6.0		54.0	15.0	D	E
NO. IN POS: 125													
$ 29.0 WT'D AVG:	$ 25.7	$ 5.4	$ 31.1	$ 25.5									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

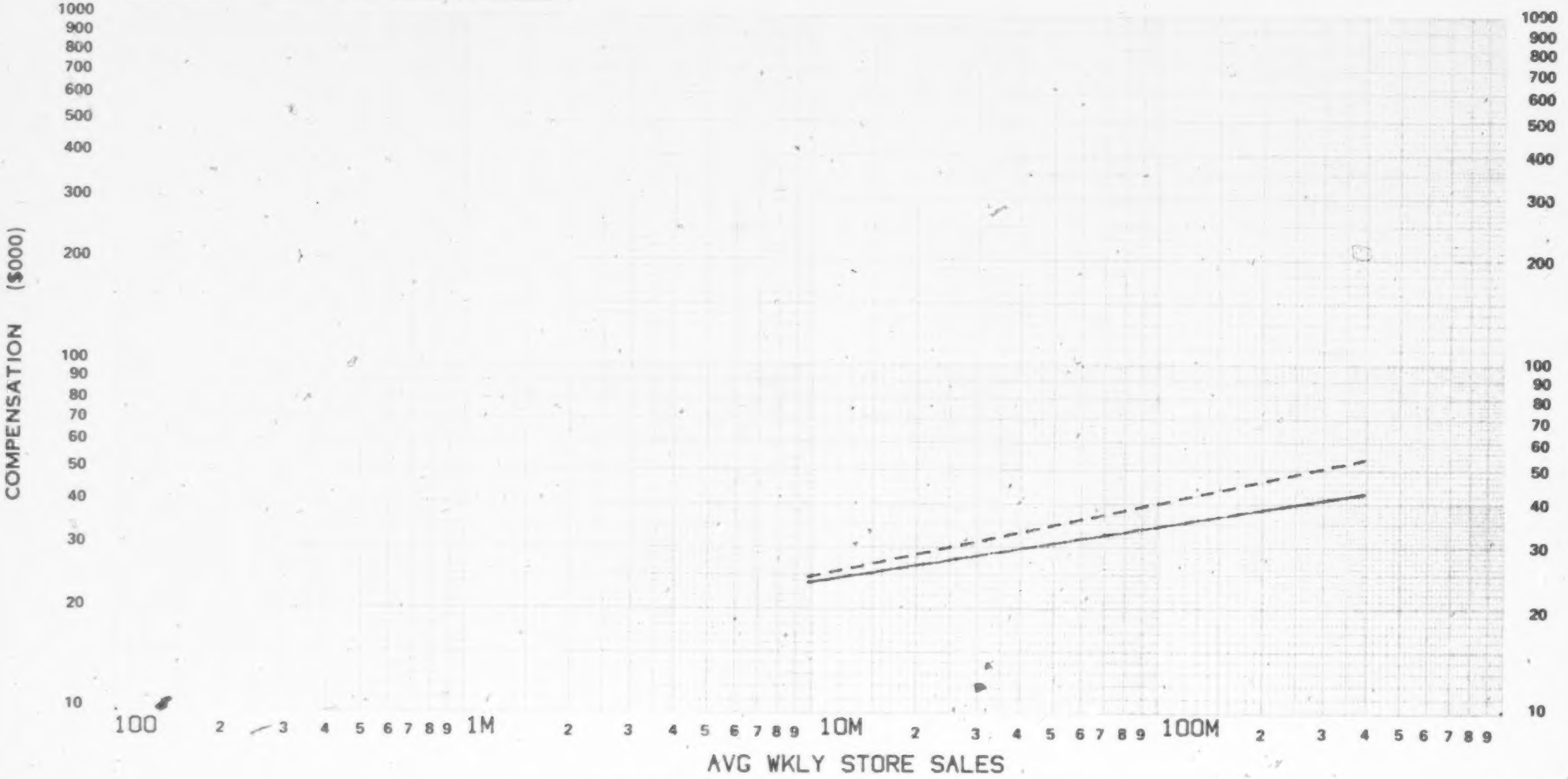
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 32.5	$ 16.3	$ 48.8	$ 41.4				6.0	1.0	50.0		B	B
								5.5	2.0	48.0	36.0	B	B
NO. IN POS: 62 WT'D AVG:	$ 32.5	$ 16.3	$ 48.8	$ 41.4									
NO. IN POS: 911 $ 135.7 POSITION AVG:	$ 33.7	$ 5.0	$ 38.7	$ 33.8									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.44	1.13
Bonus Co's Total Comp	------	0.36	1.21
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1983 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #42 - STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

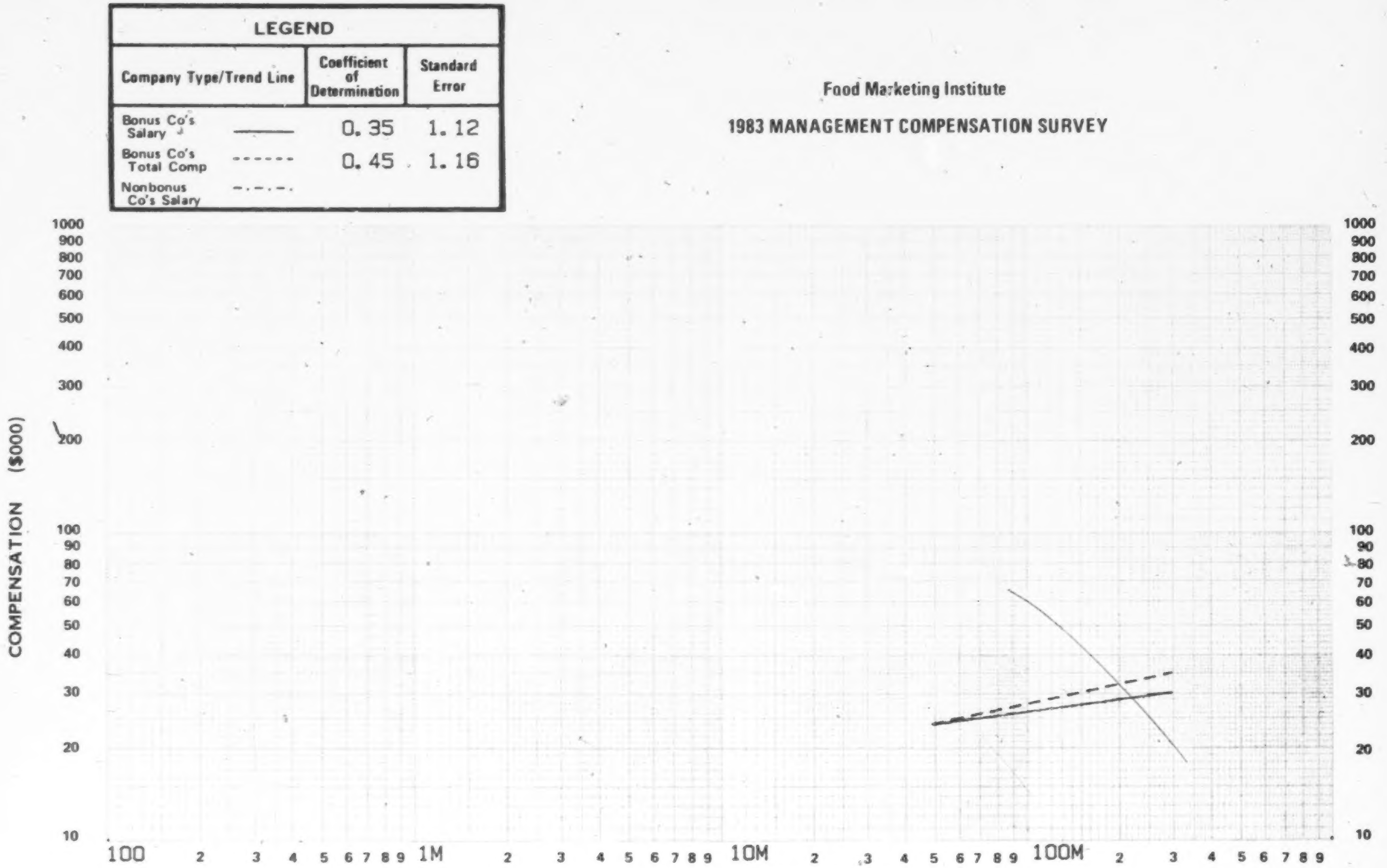
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 32.2	$ 9.4	$ 41.6		$ 29.3	$ 31.6	$ 33.8	6.0		48.0		B	B
AND ABOVE	31.7	0.0	31.7					4.0	2.5	40.0	52.0	B	D
	30.0	10.0	40.0					5.5	2.0	48.0	36.0	B	B
				$ 29.9	29.0	36.1	43.2	5.0	2.0	50.0	17.0	175	
				28.4	22.3	27.3	32.2	5.0	2.0	50.0	17.0	175	
				27.4	26.1	29.4	32.6						
				26.4	26.1	29.4	32.6						
	26.2	3.8	30.0					6.0	3.0	52.0	30.0	B	B
				20.8	16.7	20.5	24.3	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 218													
$ 269.0 WT'D AVG:	$ 28.6	$ 6.1	$ 34.7	$ 26.6									
$199.9	$ 30.2	$ 3.3	$ 33.5		$ 29.3	$ 30.2	$ 31.0	6.0		48.0		B	B
TO	30.0	8.0	38.0					5.5	2.0	48.0	36.0	B	B
$150.0	29.8	4.1	33.9					4.0	2.5	40.0	52.0	B	D
				$ 28.2	22.3	27.3	32.2	5.0	2.0	50.0	17.0	175	
				27.5				5.5	3.0	50.0	17.0	A	100
	26.9	1.3	28.2					6.0	3.0	52.0	30.0	B	B
				25.4	26.1	29.4	32.6						
	24.7	0.8	25.5		24.7	25.4	26.0	5.0	2.0	48.0		C	80
	23.6	0.0	23.6					5.5	2.0	48.0	12.0	70	70
				20.8	19.8	20.7	21.5	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 139													
$ 173.2 WT'D AVG:	$ 27.9	$ 2.6	$ 30.5	$ 25.4									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 30.0	$ 6.0	$ 36.0					5.5	2.0	48.0	36.0	B	B
TO	28.9	0.2	29.1		$ 28.0	$ 29.0	$ 30.0	6.0		48.0		B	B
$100.0				$ 28.8	22.3	27.3	32.2	5.0	2.0	50.0	17.0	175	
				27.8				5.5	3.0	50.0	17.0	A	100
	25.6	2.9	28.5					6.0	3.0	52.0	30.0	B	B
	24.7	1.2	25.9		22.1	24.9	27.6	4.5	4.0	37.0	36.0		
	24.2	1.8	26.0		24.7	25.4	26.0	5.0	2.0	48.0		C	80
				24.1	26.1	29.4	32.6						
	22.9	0.0	22.9					5.5	2.0	48.0	12.0	70	70
				21.0	19.0	21.3	23.5	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 199													
$ 122.8 WT'D AVG:	$ 25.8	$ 1.4	$ 27.2	$ 24.5									
$99.9	$ 27.9	$ 0.0	$ 27.9		$ 27.2	$ 27.8	$ 28.3	6.0		48.0		B	B
TO	26.5	0.9	27.4					4.0	2.5	40.0	52.0	B	D
$75.0				$ 26.1				5.5	3.0	50.0	17.0	A	100
	25.6	0.0	25.6					6.0	3.0	52.0	30.0	B	B
	24.0	1.6	25.6		23.7	24.2	24.7	5.0	2.0	48.0		C	75
	23.2	0.0	23.2					5.5	2.0	48.0	12.0	70	70
				20.3	18.6	20.6	22.5	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 98													
$ 87.7 WT'D AVG:	$ 25.3	$ 0.1	$ 25.4	$ 22.6									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 30.0	$ 0.0	$ 30.0					5.5	2.0	48.0	36.0	B	B
AND BELOW				$ 26.7				5.5	3.0	50.0	17.0	A	100
	26.2	0.0	26.2					6.0	3.0	52.0	30.0	B	B
	26.2	0.0	26.2					6.0	3.0	52.0	30.0	B	B
	26.1	0.0	26.1		$ 25.2	$ 25.9	$ 26.6	6.0		48.0		B	B
				25.5				5.5	3.0	50.0	17.0	A	100
				25.4	26.1	29.4	32.6						
				24.4	26.1	29.4	32.6						
	22.8	0.0	22.8		22.4	22.8	23.2	6.0		48.0		B	B
				19.5	17.3	19.9	22.5	5.0	2.0	41.0	17.0	E	E
	19.4	1.4	20.8		18.7	21.7	23.7	5.0	2.0	48.0		C	65
	18.7	0.0	18.7		18.7	21.7	24.7	5.0	2.0	48.0		C	70
				17.6	10.6	15.0	19.3	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 89													
$ 50.1 WT'D AVG:	$ 24.9	$ 0.2	$ 25.1	$ 22.3									
NO SCOPE	$ 30.0	$ 15.0	$ 45.0					5.5	2.0	48.0	36.0	B	B
REPORTED				$ 27.6				6.0	2.0	48.0		B	B
NO. IN POS: 9													
WT'D AVG:	$ 30.0	$ 15.0	$ 45.0	$ 27.6									
NO. IN POS: 752													
$ 161.8 POSITION AVG:	$ 26.0	$ 1.5	$ 27.5	$ 25.4									



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$35.0	$ 31.9	$ 1.2	$ 33.1					6.0	1.0	48.0	2.0	E	E
AND ABOVE	28.5	3.5	32.0					4.5	.5	48.0	6.0	E	F
	28.5	5.5	34.0					4.5	.5	48.0	8.0	E	F
				$ 25.8	$ 21.9	$ 26.2	$ 30.5	5.0		45.0		B	A
	25.1	6.1	31.2		22.9	24.2	25.4	5.0		40.0		C	E
	24.8	7.8	32.6		22.9	24.2	25.4	5.0		40.0		C	E
NO. IN POS: 22													
$ 46.3 WT'D AVG:	$ 28.6	$ 3.9	$ 32.5	$ 25.8									
$34.9	$ 33.1	$ 0.7	$ 33.8					6.0	1.0	48.0	2.0	E	E
TO	28.9	3.2	32.1		$ 28.6	$ 29.5	$ 30.4	5.0		40.0		0	0
$20.0	28.5	1.5	30.0					4.5	.5	48.0	4.0	E	F
				$ 28.5				5.0		40.0	26.0	E	
	28.5	1.5	30.0					4.5	.5	48.0	4.0	E	F
				25.3	20.3	24.5	28.7	5.0		40.0		E	E
	25.0	3.4	28.4		22.9	24.2	25.4	5.0		40.0		C	E
	25.0	5.7	30.7		22.9	24.2	25.4	5.0		40.0		C	E
				24.6				5.0		40.0	26.0	71	95
	19.2	8.5	27.7					5.0		40.0		E	E
	17.3	4.8	22.1					5.0		40.0		E	E
NO. IN POS: 107													
$ 26.7 WT'D AVG:	$ 29.1	$ 2.7	$ 31.8	$ 26.1									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9 AND BELOW	$ 31.2	$ 0.0	$ 31.2					6.0	1.0	48.0	2.0	E	E
	29.1	0.0	29.1					6.0	1.0	48.0	2.0	E	E
	28.5	0.5	29.0					4.5	.5	48.0	4.0	E	F
				$ 28.5				5.0		40.0	26.0	E	
				28.5				5.0		40.0	26.0	E	
				26.8	$ 22.4	$ 26.6	$ 30.8	5.0		40.0		E	E
				24.6				5.0		40.0	26.0	71	95
				24.6				5.0		40.0	26.0	71	95
	24.2	2.1	26.3		22.9	24.2	25.4	5.0		40.0		C	E
				23.9	20.2	24.9	29.6	5.0		40.0		E	E
	19.1	3.8	22.9					5.0		40.0		E	E
NO. IN POS: 188 WT'D $ 12.8 AVG:	$ 29.6	$ 0.3	$ 29.9	$ 25.5									
NO SCOPE REPORTED				$ 24.3				5.0	1.0	40.0		E	E
NO. IN POS: 61 WT'D													
NO. IN POS: 378 POSITION $ 19.8 AVG:	$ 29.3	$ 1.8	$ 31.1	$ 25.2									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$260.0 AND BELOW	REG. V.P./MGR.	$ 52.3	$ 3.9	$ 56.2		$ 34.3	$ 43.0	$ 51.5
	VICE PRESIDENT	45.0	0.0	45.0				
	VICE PRESIDENT				$ 39.2			
	ASST. V.P./DIR	37.7	8.0	45.7				
	CEO/PRESIDENT	22.4	2.6	25.0				
	NO IN POSITION: 6							
$ 172.3	WEIGHTED GROUP AVG:	$ 41.9	$ 3.7	$ 45.6	$ 39.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.0	$ 11.0	$ 62.0		$ 42.3	$ 52.8	$ 63.3
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 46.4	$ 8.8	$ 55.2				
	NO IN POSITION: 11							
$ 172.3	POSITION AVERAGE:	$ 44.2	$ 6.2	$ 50.4	$ 39.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$90.0	REG. V.P./MGR.	$ 53.5	$ 14.1	$ 67.6		$ 36.3	$ 45.5	$ 54.5
AND BELOW					$ 33.6	23.6	30.8	38.1
	VICE PRESIDENT				30.3			
	ASST. V.P./DIR	30.3	5.4	35.7				
					28.6	19.8	25.9	32.1
	CEO/PRESIDENT	23.6	2.5	26.1				
	NO IN POSITION: 12							
$ 49.9	WEIGHTED GROUP AVG:	$ 34.7	$ 6.8	$ 41.5	$ 31.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.9	$ 10.4	$ 62.3		$ 42.3	$ 52.8	$ 63.6
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 42.3	$ 6.3	$ 48.6				
	NO IN POSITION: 22							
$ 49.9	POSITION AVERAGE:	$ 39.5	$ 6.4	$ 45.9	$ 31.4			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$35.0					$ 31.7			
AND BELOW	VICE PRESIDENT				30.3			
	ASST. V.P./DIR	$ 27.0	$ 5.0	$ 32.0				
					25.9			
	CEO/PRESIDENT	21.9	2.5	24.4				
	NO IN POSITION:	9						
$ 18.6	WEIGHTED GROUP AVG:	$ 23.6	$ 3.3	$ 26.9	$ 29.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.5	$ 11.7	$ 59.2		$ 42.3	$ 52.8	$ 63.3
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION:	7						
	WEIGHTED GROUP AVG:	$ 39.1	$ 6.7	$ 45.8				
	NO IN POSITION:	16						
$ 18.6	POSITION AVERAGE:	$ 34.5	$ 5.7	$ 40.2	$ 29.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$260,0	ASST. V.P./DIR				$ 50.5	$ 41.0	$ 56.4	$ 67.7
AND BELOW		$ 41.0	$ 4.1	$ 45.1		30.2	37.8	45.4
		36.6	7.4	44.0		30.2	37.8	45.4
	VICE PRESIDENT	34.3	0.0	34.3				
					30.3			
	VICE PRESIDENT	29.0	0.0	29.0				
	CEO/PRESIDENT	29.0	4.7	33.7				
	VICE PRESIDENT	29.0	0.0	29.0				
	NO IN POSITION: 39							
$ 111.5	WEIGHTED GROUP AVG:	$ 34.7	$ 2.8	$ 37.5	$ 46.8			
NO SCOPE REPORTED	REG. V.P./MGR.	$ 44.9	$ 11.3	$ 56.2		$ 42.3	$ 52.8	$ 63.3
	VICE PRESIDENT	29.0	0.0	29.0				
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 44.5	$ 11.0	$ 55.5				
	NO IN POSITION: 78							
$ 111.5	POSITION AVERAGE:	$ 40.4	$ 7.6	$ 48.0	$ 46.8			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 48.4	$ 38.9	$ 43.9	$ 48.8		2.0	50.0	17.3	175	175
AND ABOVE				45.8	38.9	43.9	48.8	5.0	2.0	50.0	17.3	175	175
	$ 39.6	$ 7.8	$ 47.4		33.1	39.6	46.2						
	35.9	8.2	44.1		30.4	36.0	41.6						
	34.5	10.8	45.3		19.9	31.2	42.4	6.0		48.0	5.3	A	A
	34.2	5.0	39.2					5.0	1.0	52.0	12.0	184	184
	31.6	8.2	39.8		19.9	31.2	42.4	6.0		48.0	5.3	A	A
	27.9	6.3	34.2		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
	27.5	5.0	32.5		19.9	31.2	42.4	6.0		48.0	5.3	A	A
	26.3	3.0	29.3		19.9	31.2	42.4	6.0		48.0	5.3	A	A
				23.4				4.0	1.0	45.0	24.0	100	100
NO. IN POS: 223													
$ 293.3 WT'D AVG:	$ 35.1	$ 8.0	$ 43.1	$ 44.6									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 42.5	$ 38.9	$ 43.9	$ 48.8	5.0	2.0	50.0	17.3	175	175
TO				39.9	38.9	43.9	48.8	5.0	2.0	50.0	17.3	175	175
$100.0	$ 33.7	$ 4.0	$ 37.7					5.0	1.0	52.0	12.0	184	184
	32.8	3.3	36.1					5.0	1.0	52.0	12.0	184	184
	32.1	5.8	37.9		27.7	32.5	37.4						
	30.0	5.8	35.8		27.7	32.5	37.4						
	29.1	0.0	29.1		27.5	29.1	30.2	5.0	2.0	52.0	2.0	140	140
	26.5	6.7	33.2		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
	25.6	4.5	30.1		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
	24.3	3.6	27.9		19.9	31.2	42.4	6.0		48.0	5.3	A	A
	23.2	4.5	27.7		19.9	31.2	42.4	6.0		48.0	5.3	A	A
	23.2	4.1	27.3		19.9	31.2	42.4	6.0		48.0	5.3	A	A
				22.9				4.0	1.0	45.0	24.0	100	100
				22.9				4.0	1.0	45.0	24.0	100	100
	20.8	1.0	21.8					6.0	2.0	50.0	1.3	B	
NO. IN POS: 435													
$ 144.7 WT'D AVG:	$ 29.5	$ 4.3	$ 33.8	$ 33.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 33.8	$ 5.6	$ 39.4		$ 26.4	$ 30.8	$ 35.2						
AND BELOW		30.6	4.4	35.0		26.4	30.8	35.2						
		25.5	0.0	25.5		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
		25.5	1.9	27.4		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
		24.6	2.0	26.6		19.9	31.2	42.4	6.0		48.0	5.3	A	A
		24.6	3.4	28.0		24.3	31.1	37.3	5.0	2.0	52.0	2.0	125	A
		24.5	2.6	27.1		19.9	31.2	42.4	6.0		48.0	5.3	A	A
					$ 22.1				4.0	1.0	45.0	24.0	100	100
		22.1	2.9	25.0										
		19.5	0.9	20.4					6.0	2.0	50.0	1.3	B	
		18.6	0.6	19.2					6.0	2.0	50.0	1.3	B	
		18.2	0.8	19.0					6.0	2.0	50.0	1.3	B	
		17.7	2.0	19.7		19.9	31.2	42.4	6.0		48.0	5.3	A	A
NO. IN POS: 175														
$ 64.0	WT'D AVG:	$ 26.0	$ 3.0	$ 29.0	$ 22.1									
NO SCOPE		$ 25.7	$ 6.5	$ 32.2										
REPORTED					$ 24.4				4.0	1.0	45.0	24.0	100	100
NO. IN POS: 72														
	WT'D AVG:	$ 25.7	$ 6.5	$ 32.2	$ 24.4									
NO. IN POS: 905														
$ 167.5	POSITION AVG:	$ 29.3	$ 4.7	$ 34.0	$ 39.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0					$ 25.3				5.0	2.0	50.0	30.0	168	168
AND ABOVE					23.4	$ 22.0	$ 27.5	$ 33.0	5.0	4.0	52.0	2.0	100	A
		$ 22.5	$ 6.8	$ 29.3		17.2	20.6	23.9	6.0		48.0	5.3	A	A
					21.8	21.1	23.7	26.3						
		21.7	6.5	28.2		17.2	20.6	23.9	6.0		48.0	5.3	A	A
					21.6				4.0	1.0	45.0	24.0	90	90
					21.4	21.1	23.7	26.3						
		20.8	6.2	27.0		17.2	20.6	23.9	6.0		48.0	5.3	A	A
		19.9	6.0	25.9		17.2	20.6	23.9	6.0		48.0	5.3	A	A
NO. IN POS:	204													
$ 256.6	WT'D AVG:	$ 21.4	$ 6.4	$ 27.8	$ 21.6									
$199.9					$ 25.7				5.0	2.0	50.0	30.0	168	168
TO					25.3				5.0	2.0	50.0	30.0	168	168
$100.0					22.5	$ 22.0	$ 27.5	$ 33.0	5.0	4.0	52.0	2.0	100	A
					22.4	22.0	27.5	33.0	5.0	4.0	52.0	2.0	100	A
					22.2	21.1	23.7	26.3						
					21.8	21.1	23.7	26.3						
					21.6				4.0	1.0	45.0	24.0	90	90
					20.8				4.0	1.0	45.0	24.0	90	90
		$ 19.9	$ 6.0	$ 25.9		17.2	20.6	23.9	6.0		48.0	5.3	A	A
		19.9	6.0	25.9		17.2	20.6	23.9	6.0		48.0	5.3	A	A
		18.6	5.6	24.2		17.2	20.6	23.9	6.0		48.0	5.3	A	A
		16.6	0.6	17.2					6.0	3.0	50.0	1.3	B	
NO. IN POS:	372													
$ 156.7	WT'D AVG:	$ 18.4	$ 4.3	$ 22.7	$ 22.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW				$ 22.9	$ 21.1	$ 23.7	$ 26.3						
				22.6	22.0	27.5	33.0	5.0	4.0	52.0	2.0	100	A
				22.4	22.0	27.5	33.0	5.0	4.0	52.0	2.0	100	A
				22.3	22.0	27.5	33.0	5.0	4.0	52.0	2.0	100	A
				21.9	21.1	23.7	26.3						
				20.8				4.0	1.0	45.0	24.0	90	90
	$ 18.6	$ 5.6	$ 24.2		17.2	20.6	23.9	6.0		48.0	5.3	A	A
	18.6	5.6	24.2		17.2	20.6	23.9	6.0		48.0	5.3	A	A
	17.3	1.0	18.3										
	17.2	5.2	22.4		17.2	20.6	23.9	6.0		48.0	5.3	A	A
	15.6	0.6	16.2					6.0	3.0	50.0	1.3	B	
	15.0	0.6	15.6					6.0	3.0	50.0	1.3	B	
	14.9	0.5	15.4					6.0	3.0	50.0	1.3	B	
NO. IN POS: 190													
$ 62.0 WT'D AVG:	$ 15.8	$ 1.0	$ 16.8	$ 22.4									
NO SCOPE	$ 25.5	$ 2.0	$ 27.5										
REPORTED				$ 22.1				4.0	1.0	45.0	24.0	90	90
NO. IN POS: 222													
WT'D AVG:	$ 25.5	$ 2.0	$ 27.5	$ 22.1									
NO. IN POS: 988													
$ 159.8 POSITION AVG:	$ 23.5	$ 2.1	$ 25.6	$ 22.0									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0	$ 28.0	$ 1.8	$ 29.8					5.0	1.0	40.0			G
AND ABOVE	27.8	1.7	29.5					5.0	1.0	40.0			G
	27.2	8.2	35.4		$ 27.8	$ 28.5	$ 29.2	6.0		48.0	5.3	A	A
				$ 27.1				5.0	1.0	45.0	12.0	184	184
	26.1	7.8	33.9		27.8	28.5	29.2	6.0		48.0	5.3	A	A
	25.9	7.8	33.7		27.8	28.5	29.2	6.0		48.0	5.3	A	A
	25.4	7.6	33.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
				23.4				5.0		40.0	24.0	95	95
NO. IN POS: 77													
$ 47.6 WT'D AVG:	$ 27.6	$ 2.6	$ 30.2	$ 24.6									
$34.9	$ 27.4	$ 1.6	$ 29.0					5.0	1.0	40.0			G
TO	27.4	1.9	29.3					5.0	1.0	40.0			G
$20.0				$ 27.1				5.0	1.0	45.0	12.0	184	184
	26.5	8.0	34.5		$ 17.2	$ 21.9	$ 26.5	6.0		48.0	5.3	A	A
				25.6				5.0	1.0	42.0	2.0	E	E
				25.1				5.0	1.0	40.0	2.0	E	E
				24.6				5.0	1.0	40.0	2.0	E	E
	23.9	7.1	31.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
	23.2	7.0	30.2		17.2	21.9	26.5	6.0		48.0	5.3	A	A
				22.1				5.0		40.0	24.0	95	95
				22.1				5.0		40.0	24.0	95	95
	21.6	6.4	28.0		26.5	27.2	27.8	6.0		48.0	5.3	A	A
NO. IN POS: 316													
$ 23.5 WT'D AVG:	$ 27.0	$ 2.2	$ 29.2	$ 24.9									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9 AND BELOW				$ 24.1				5.0	1.0	40.0	2.0	E	E
				22.1				5.0		40.0	24.0	95	95
	$ 19.9	$ 9.0	$ 28.9		$ 17.2	$ 21.9	$ 26.5	6.0		48.0	5.3	A	A
	16.6	1.0	17.6		15.0	16.0	17.0	5.0	1.0	44.0	1.0	B	
	15.6	1.2	16.8		14.0	15.0	16.0	5.0	1.0	44.0	1.0	B	
NO. IN POS: 57 WT'D $ 11.3 AVG:	$ 16.1	$ 1.7	$ 17.9	$ 23.7									
NO SCOPE REPORTED	$ 23.9	$ 2.0	$ 25.9										
NO. IN POS: 70 WT'D													
NO. IN POS: 520 POSITION $ 26.1 AVG:	$ 24.7	$ 2.3	$ 27.0	$ 24.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$360.0 AND BELOW	DIV. V.P./MGR.	$ 41.1	$ 6.6	$ 47.7				
	ASST. V.P./DIR				$ 41.0			
					37.6	$ 27.1	$ 33.9	$ 40.6
	MANAGER				33.8			
					32.5	23.6	30.8	38.1
					27.6	21.6	28.3	35.0
	NO IN POSITION: 28							
$ 42.5	WEIGHTED GROUP AVG:	$ 41.1	$ 6.6	$ 47.7	$ 32.9			
	NO IN POSITION: 28							
$ 42.5	POSITION AVERAGE:	$ 41.1	$ 6.6	$ 47.7	$ 32.9			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL GROCERY PURCH				TOTAL	COMPANIES			
($MIL)	REPORTS TO	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX
$850.0	DIV. V.P./MGR.	$ 46.0	$ 8.0	$ 54.0				
AND BELOW	VICE PRESIDENT				$ 36.9			
	MANAGER	34.2	0.5	34.7		$ 31.1	$ 37.3	$ 43.3
					32.1	23.1	28.9	34.7
	MANAGER	27.2	2.5	29.7				
	NO IN POSITION: 18							
$ 147.4	WEIGHTED GROUP AVG:	$ 32.8	$ 1.7	$ 34.6	$ 35.3			
NO SCOPE					$ 30.6			
REPORTED		$ 30.5	$ 0.7	$ 31.2		$ 20.7	$ 27.6	$ 34.5
					27.2			
	NO IN POSITION: 29							
	WEIGHTED GROUP AVG:	$ 30.5	$ 0.7	$ 31.2	$ 30.2			
	NO IN POSITION: 47							
$ 147.4	POSITION AVERAGE:	$ 31.7	$ 1.2	$ 32.9	$ 31.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$300.0	DIV. V.P./MGR.	$ 41.1	$ 6.1	$ 47.2				
AND BELOW	MANAGER	38.8	0.9	39.7		$ 33.8	$ 41.4	$ 48.9
					$ 35.9	26.0	32.5	39.0
	VICE PRESIDENT				34.0			
	MANAGER	30.9	2.5	33.4				
	NO IN POSITION: 6							
$ 113.7	WEIGHTED GROUP AVG:	$ 35.4	$ 3.0	$ 38.4	$ 35.0			
	NO IN POSITION: 6							
$ 113.7	POSITION AVERAGE:	$ 35.4	$ 3.0	$ 38.4	$ 35.0			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$125.0	DIV. V.P./MGR.	$ 38.5	$ 5.1	$ 43.6				
AND BELOW	VICE PRESIDENT				$ 35.0			
	MANAGER	34.5	0.6	35.1		$ 31.1	$ 37.3	$ 43.3
					31.3	23.1	28.9	34.7
	MANAGER	30.8	1.5	32.3				
	NO IN POSITION: 18							
$ 42.9	WEIGHTED GROUP AVG:	$ 34.2	$ 2.2	$ 36.4	$ 32.9			
NO SCOPE					$ 29.1			
REPORTED					28.5			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:				$ 28.7			
	NO IN POSITION: 23							
$ 42.9	POSITION AVERAGE:	$ 34.2	$ 2.2	$ 36.4	$ 31.2			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	VICE PRESIDENT				$ 53.4			
AND ABOVE	VICE PRESIDENT	$ 50.9	$ 3.1	$ 54.0		$ 38.7	$ 48.3	$ 60.4
	REG. V.P./MGR.	47.8	12.0	59.8		40.0	44.0	48.0
	VICE PRESIDENT	43.9	7.1	51.0				
	NO IN POSITION: 35							
$ 500.0	WEIGHTED GROUP AVG:	$ 46.8	$ 6.1	$ 52.9	$ 53.4			
$99.9	VICE PRESIDENT	$ 50.9	$ 0.0	$ 50.9		$ 38.7	$ 48.3	$ 60.4
AND BELOW	VICE PRESIDENT	50.9	1.6	52.5		38.7	48.3	60.4
	VICE PRESIDENT				$ 47.0			
	VICE PRESIDENT				47.0			
	VICE PRESIDENT	43.9	6.6	50.5				
	NO IN POSITION: 7							
$ 78.4	WEIGHTED GROUP AVG:	$ 49.5	$ 2.0	$ 51.5	$ 47.0			
	NO IN POSITION: 42							
$ 429.7	POSITION AVERAGE:	$ 47.3	$ 5.3	$ 52.6	$ 52.5			

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0 AND ABOVE				$ 42.7	$ 41.0	$ 45.0	$ 50.0	5.0	1.0	52.0		B	A
				41.2	38.0	41.0	45.0	5.0	1.0	52.0		B	A
				39.7	36.0	39.0	41.0	5.0	1.0	52.0		B	A
	$ 39.2	$ 4.1	$ 43.3					5.0		50.0	12.0	B	D
	37.4	4.5	41.9						.3	47.0			
	37.1	3.1	40.2					5.0	.3	47.0			
	36.7	3.6	40.3		32.0	35.0	37.0	6.0	1.0	48.0	8.0	B	B
	36.7	8.4	45.1		32.0	35.0	37.0	6.0	1.0	48.0	8.0	B	B
	35.9	2.1	38.0					5.0	.3	47.0			
	35.5	12.0	47.5					5.0		50.0	12.0	B	D
NO. IN POS: 289													
$ 250.7 WT'D AVG:	$ 37.0	$ 3.6	$ 40.6	$ 40.9									
$149.9				$ 39.7	$ 36.0	$ 38.0	$ 39.0	5.0	1.0	52.0		B	A
AND BELOW	$ 36.0	$ 4.3	$ 40.3					5.0		50.0	12.0	B	D
	35.4	0.3	35.7		31.0	34.0	36.0	6.0	1.0	48.0	8.0	B	B
	35.1	0.0	35.1		31.0	34.0	36.0	6.0	1.0	48.0	8.0	B	B
	34.6	1.7	36.3					5.0	.3	47.0			
	34.4	0.4	34.8					5.0		50.0	12.0	B	D
	32.8	0.0	32.8					5.0		50.0	12.0	B	D
NO. IN POS: 57													
$ 119.2 WT'D AVG:	$ 35.1	$ 1.2	$ 36.3	$ 39.7									
NO. IN POS: 346													
$ 229.1 POSITION AVG:	$ 36.6	$ 3.1	$ 39.7	$ 40.8									

FOOD MARKETING INSTITUTE
1982-1983 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 34.4	$ 1.6	$ 36.0					6.0	1.0	48.0	2.0	E	F
AND ABOVE	34.4	3.7	38.1					6.0	1.0	48.0	2.0	E	F
	26.5	0.3	26.8					5.0		40.0		156	G
	26.5	0.4	26.9					5.0		40.0		156	G
	26.5	0.5	27.0					5.0		40.0		156	G
	20.3	4.1	24.4					5.0		40.0		E	E
NO. IN POS: 175													
$ 41.0 WT'D AVG:	$ 27.0	$ 0.6	$ 27.6										
$24.9	$ 34.4	$ 0.0	$ 34.4					6.0	1.0	48.0	2.0	E	F
AND BELOW	34.4	0.1	34.5					6.0	1.0	48.0	2.0	E	F
	26.5	0.1	26.6					5.0		40.0		156	G
	26.5	0.2	26.7					5.0		40.0		156	G
	20.8	1.7	22.5					5.0		40.0		E	E
	20.6	3.5	24.1					5.0		40.0		E	E
NO. IN POS: 54													
$ 18.3 WT'D AVG:	$ 28.6	$ 0.7	$ 29.3										
NO. IN POS: 229													
$ 35.7 POSITION AVG:	$ 27.4	$ 0.6	$ 28.0										

APPENDIX: SURVEY POSITION DESCRIPTIONS

Food Marketing Institute

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SURVEY POSITION #7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION #8: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION #13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SURVEY POSITION #17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION #21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #28: FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #29: DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #30: NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #31: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #32: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #33: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #34: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #35: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #36: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #37: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #38: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #39: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #40: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SURVEY POSITION #45: TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SURVEY POSITION #46: TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SURVEY POSITION #47: PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SURVEY POSITION #48: PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

FOOD MARKETING INSTITUTE

1750 K Street, N.W., Washington, D.C. 20006
Telephone: (202) 452-8444 Telex: 892722 FMI USA WSH